

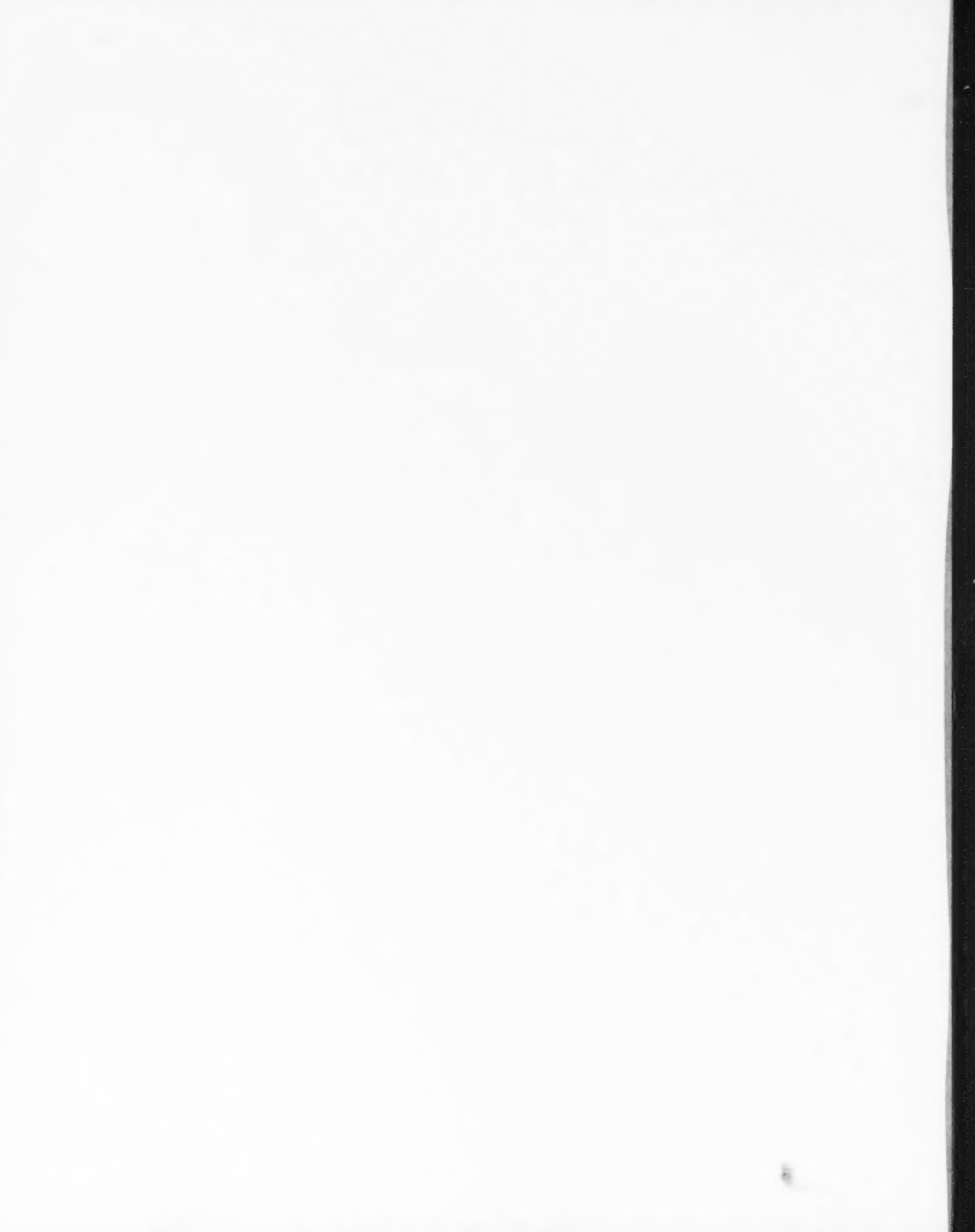
PROVINCE OF SASKATCHEWAN



**10-11**

**ANNUAL REPORT**

**SASKATCHEWAN LABOUR  
RELATIONS BOARD**



---

## Table of Contents

Letters of Transmittal .....	2
Labour Relations Board .....	3
<i>The Trade Union Act</i> .....	7
<i>The Construction Industry Labour Relations Act, 1992, as amended 2010</i> .....	8
<i>The Public Service Essential Services Act</i> .....	8
Budget Summary .....	8
Summary of Board Activity for 2010-2011 .....	9
Highlights: Saskatchewan Labour Relations Board Fiscal 2010-11 .....	16
Applications Filed 2010-11 compared to two previous periods .....	16
Applications Disposed by Order .....	17
Average Number of Days for Certification Votes* .....	17
Average Days from Application to Order .....	17
Appendices .....	18
Appendix 1: Labour Relations Board Organizational Chart .....	18
Appendix 2: Applications under <i>The Trade Union Act</i> , by Type of Application, 2010-2011 ..	19
Appendix 3: Applications Filed vs. Certification Applications and Status of Active Files, by Year .....	19
Appendix 4: Applications to the Labour Relations Board under <i>The Trade Union Act</i> , by Disposition .....	20
Appendix 5: All Applications filed with the Board, Fiscal 2010-2011 .....	21
Appendix 6: Decisions Rendered, Final .....	33
Appendix 7: Summary of decisions rendered, final v. interim .....	40
Appendix 8: Outstanding Applications as of March 31, 2011 .....	41
Appendix 9: Number of Applications filed by Calendar Year, 1990 to Date .....	46
Appendix 10: Applications adjourned <i>sine die</i> .....	47
Where to Obtain Additional Information .....	64

---

## Letters of Transmittal



The Honourable Dr. Gordon L. Barnhart  
Lieutenant Governor  
Province of Saskatchewan

May it Please Your Honour:

I respectfully submit the Annual Report of the Saskatchewan Labour Relations Board for the fiscal year ending March 31, 2011.

A handwritten signature in cursive script, reading "Don Morgan".

Don Morgan, Q.C.  
Minister of Labour Relations and Workplace Safety and Attorney  
General



The Honourable Don Morgan, Q.C.  
Minister of Labour Relations and Workplace Safety and Attorney  
General

Dear Sir:

It is my pleasure to provide you with the Annual Report of the Saskatchewan Labour Relations Board. It covers the period commencing April 1, 2010 and ending March 31, 2011.

A handwritten signature in cursive script, reading "Kenneth Love".

Kenneth Love, Q.C.  
Chairperson  
Labour Relations Board



---

## Labour Relations Board

The Labour Relations Board (the "Board") was created in 1944 with passage of *The Trade Union Act*, S.S. 1944 (2nd Sess.) c. 69.

Although the *Act* has often been amended, most recently in 2008, the basic concept of the Board has not changed. The Board is an independent, quasi-judicial tribunal charged with the responsibility of adjudicating disputes that arise under *The Trade Union Act*. It does this principally through public hearings and written decisions.

The Board's decisions are final and binding upon the parties. There is no appeal, and review by the courts is strictly limited.

The *Act* presently provides for a board composed of a chairperson and up to two vice-chairpersons and an unspecified number of members. All members of the Board, including the chairperson and vice-chairperson, are appointed by the Lieutenant Governor in Council. The chairperson and vice-chairperson are full-time members of the Board. The remaining members are appointed and paid on a *per diem* basis when their services are required.

The Board is a representational Board. This means that all members of the Board, with the exception of the chairperson and vice-chairperson, are representatives of employees or employers. The chairperson and vice-chairperson are neutral and are lawyers. The Board reports to the Minister of Advanced Education, Employment and Labour for the Province of Saskatchewan. The Minister is obligated by *The Trade Union Act* to provide the Board with the requisite staff and facilities. The Board operates independently from the government, its departments and agencies. The chairperson, vice-chairperson and all members of the Board are required by the *Act* to take an oath of impartiality in the performance of their office.

The Board's offices and staff are located at 1600 - 1920 Broad Street, Regina. The Board also maintains a hearing room in Saskatoon. The staff of the Board is composed of the Board Registrar, Senior Industrial Relations Officer/ Investigating Officer, Executive Assistant to the Chairperson and two clerical positions. The chairperson or the vice-chairperson is appointed to act as Executive Officer of the Board. An Organizational Chart of the Labour Relations Board is contained in Table 1.

The composition of the Board for 2010-2011 was:

### **Kenneth Love, Q.C. – Chairperson**

Kenneth Love, Q.C. was appointed as Chairperson and Executive Officer of the Board in March of 2008, replacing James Seibel who had served as Chairperson of the Board since October of 2003. Mr. Love obtained a Bachelor of Arts degree from the University of Regina in 1970 and his law degree from the University of Saskatchewan in 1971. Since obtaining his law degree, Mr. Love has been employed as counsel to the then Department of Municipal Affairs and the City of Regina. Prior to his appointment, Mr. Love was in private practice in Regina. Mr. Love was designated as a Queen's Counsel in 1989.

### **Steven Schiefner – Vice-Chairperson**

Steven Schiefner was appointed Vice-Chairperson of the Board in August of 2008. Mr. Schiefner obtained his law degree from the University of Saskatchewan and has been a practicing solicitor since 1994. Prior to that, Mr. Schiefner attended the Alberta College of Arts in Calgary, Alberta, where he studied Commercial and Fine Art, and the University of Regina, where he studied Business Administration and completed his pre-law requirements. Prior to his appointment to the Board, Mr. Schiefner was the City Solicitor for the City of Moose Jaw, a position he had held for over eleven (11) years.

---

### **Bruce McDonald**

Bruce McDonald was first appointed to the Board on December 17, 1974 as a member representing employees. Mr. McDonald is a retired business agent for the International Brotherhood of Painters and Allied Trades, Local Union 1996. He is also a past president of the Canadian Federation of Labour (Sask.). Mr. McDonald has been serving on the Board for almost 37 years, and at the time of this annual report, is the longest serving Board Member.

### **Gloria Cymbalisty**

Gloria Cymbalisty was appointed to the Board in March of 1992 as a member representing employees. She is self-employed as an industrial relations consultant. She was formerly a representative for the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union.

### **Brenda Cuthbert**

Brenda Cuthbert was appointed to the Board in July of 1995 as a member representing employers. Ms. Cuthbert is the Vice President of Human Resources for the Siemens Transportation Group Inc.

### **Donna Ottenson**

Donna Ottenson was appointed to the Board in July of 1995 as a member representing employees. A lifetime member of the Saskatchewan Union of Nurses, Ms. Ottenson is a retired Registered Nurse who continues to work part time as an Employment Relations Officer with her union.

### **Hugh Wagner**

Hugh Wagner was appointed to the Board in July of 1995 as a member representing employees. Mr. Wagner is the General Secretary of the Grain and General Services Union (GSU), International Longshore and Warehouse Union, Canada (ILWU-Canada). Prior to joining the GSU, Mr. Wagner worked in the service sector, the construction industry, and the provincial civil service in Saskatchewan. Mr. Wagner holds a Bachelor of Arts (Honours) and Masters Degree in Political Science from the University of Saskatchewan (Regina Campus) and the University of Regina. Mr. Wagner is a member of the Board of Directors of the Western Transportation Advisory Council, a past Vice-President of the Saskatchewan Federation of Labour, a member of the Executive Board of the ILWU-Canada, a member of the Board of Directors of the Saskatchewan Labour Market Commission and a member of the Board of Directors of Enterprise Saskatchewan.

### **Leo Lancaster**

Leo Lancaster was appointed to the Board in July of 1998 as a member representing employers. Mr. Lancaster is a retired labour relations consultant with Saskatchewan Association of Health Organizations. Mr. Lancaster tendered his resignation from the Board on March 13, 2009.

### **Duane Siemens**

Duane Siemens was appointed to the Board in 2000 as a member representing employees.

Mr. Siemens is a retired millwright from Erco Worldwide. Mr. Siemens was formerly the President of CEP Local 609, Secretary and Vice-President of the Saskatchewan Federation of Labour, and past President of the Saskatoon & District Labour Council.

---

**Clare Gitzel**

Clare Gitzel was appointed to the Board in July of 2001 as a member representing employers. Mr. Gitzel was formerly employed with a major mining company as Manager of Human Resources and Northern Affairs. He presently provides consulting services in the human resources and administration fields.

**Joan White**

Joan White was appointed to the Board in July of 2001 as a member representing employers.

Ms. White has been employed by the University of Saskatchewan for over 35 years. Her areas of specialization have included human resource management, labour relations and government relations; and she has taught labour relations at the Edwards School of Business (College of Commerce). Her current appointment at the University is as Government Relations Officer.

**Maurice Werezak**

Maurice Werezak was appointed to the Board in July of 2001 as a member representing employees. Mr. Werezak is a past Vice-President of the Saskatchewan Federation of Labour and is President of United Food and Commercial Workers, Local 248-P. Mr. Werezak is a labour representative on the Employment Insurance Appeal Committee and is employed at Mitchell's Gourmet Foods.

**Michael Wainwright**

Michael Wainwright was appointed to the Board in July of 2002 as a member representing employers. Mr. Wainwright is the Director, HR Business Development for ISM Information Systems Management Canada Corporation (ISM Canada). Mike has held executive HR positions in the retail and wholesale sectors as well as in the manufacturing section. He also is the owner of Mike Wainwright Labour Relations Consulting.

**John McCormick**

John McCormick was appointed to the Board in July of 2002 as a member representing employees. Mr. McCormick retired from his position as Transit Operator with the City of Regina after 31 years of service and is past President of the Amalgamated Transit Union Local 588, having held the position of President for 18 years. Mr. McCormick is a member of the Regina Civic Pension Board. Mr. McCormick was formerly a ATU Canadian Council Executive Board Member. Mr. McCormick is also the owner of McCormick Labour Solutions.

**Ken Ahl**

Ken Ahl was appointed to the Board in July of 2004 as a member representing employers. Mr. Ahl worked for 34 years for Comstock Canada Ltd. and retired in 2003 as the manager of their Saskatchewan office. He has also been active in the construction industry with the CLR – Construction Labour Relations Association of Saskatchewan Inc. and CODC – Construction Opportunities Development Council Inc.

**Kendra Cruson**

Ms. Cruson is the past President of CAFÉ Regina (Canadian Association of Family Enterprise), a not-for-profit organization promoting the well-being and understanding of families in business together. Ms. Cruson's background includes Business Administration, Human Resources and Interior Decorating. Ms. Cruson owns and operates fashionologie home & body, a Custom Home Furnishing and Design Studio featuring Canadian original works of Art in Regina. Ms. Cruson serves as co-President of the Cathedral Village Business Association and volunteers for various other organizations in Regina and district. Ms. Cruson has been a member of the Saskatchewan Labour Relations Board since July of 2005 as an employer side representative.

---

### **Shawna Colpitts**

Shawna Colpitts was appointed to the Board in August of 2007 as a member representing employees. Ms. Colpitts is the current Director of Political Action & Education with SEIUWEST. Prior to this, she was a National Representative for SEIU-West Canada and was responsible for projects such as provincial collective bargaining for health care providers employed within affiliated Regional Health Authorities and Saskatchewan Association of Health Organizations. Ms. Colpitts initially began her employment with an SEIU Local in 1994 and, since this time, has acted as an advocate for a wide variety of classifications of health care providers, as well as employees within affiliated community based organizations. Ms. Colpitts holds General Bachelor of Arts and Bachelor of Law degrees and has focused on labour relations throughout both her employment and education.

### **Elma Shoulak**

Elma Shoulak was appointed to the Board in August of 2007 as a member representing employers. Ms. Shoulak is Senior Vice President of Human Resources for the Saskatchewan Indian Gaming Authority Inc. Prior to joining SIGA, Ms. Shoulak was the Vice President of Human Resources and Aboriginal Affairs with Casino Regina and Casino Moose Jaw. Ms. Shoulak holds certificates from Queen's University in Human Resources Development and Organizational Development and is a member of the Ochapowace First Nation.

### **Greg Trew**

Greg Trew was appointed to the Board in 2010 as a member representing employers. Mr. Trew is a Saskatchewan based management consultant specializing in industrial relations and collective bargaining. Hew was previously an International Representative with Service Employees International Union. Mr. Trew has a Bachelors degree in Education and is a Certified Human Resource Professional.

### **Mick Grainger**

Mr. Grainger was appointed to the Board in 2010, representing employers. In a 20-year career with the Province of Saskatchewan, Mr. Grainger served in several capacities including; Assistant Deputy Minister, Ministry of Health; Secretary to the Cabinet Committee on Public Sector Compensation, Ministry of Finance and Director, Conciliation and Mediation Services, Ministry of Labour. Before joining the provincial public service, he held positions in municipal government and the community-based sector. Retired from the provincial public service since 2003, Mr. Grainger operates a consulting practice, Advicon Services.

### **Marshall Hamilton**

Marshall Hamilton was appointed to the Board in July of 2002 as a member representing employers. Mr. Hamilton worked as the Senior Director, Human Resources with Evraz Inc. Mr. Hamilton has been working in the human resources field for 28 years in various industries including forestry, government, potash mining, and steel and pipe manufacturing. Mr. Hamilton tendered his resignation from the Board, effective May 31, 2010 as he was promoted to Vice President, Employee Relations and Talent Management, working out of Portland, Oregon.

### **Gerry Caudle**

Gerry Caudle was appointed to the Board in March of 1994 as a member representing employees. Mr. Caudle had previously served in the same capacity during the 1980s. He is a retired representative with the Canadian Union of Public Employees. On February 7, 2011, Mr. Caudle tendered his resignation to pursue personal interests.

---

## ***The Trade Union Act***

In Canada, legislative jurisdiction over industrial relations has, since a ruling of the Supreme Court of Canada in 1925, fallen largely under provincial jurisdiction. Fortunately, the potential this presented for legal fragmentation was offset by varying combinations of inter-provincial management and union structures, common history and common day-to-day economic and political conditions. The result is a remarkable commonality of core principles and procedures in all 11 Canadian jurisdictions.

The main features of Saskatchewan's *Trade Union Act*, like its counterparts in all other

Canadian jurisdictions, may be summarized as follows:

- traditional courts are replaced by a specialized, quasi-judicial tribunal with exclusive and binding jurisdiction over the matters assigned to it by *The Trade Union Act*;
- common law of conspiracy and restraint of trade is abolished insofar as it applies to employees who bargain collectively;
- the majority of employees determine for all employees in a group whether they will bargain collectively and, if so, through which union;
- an employer is required to recognize the union chosen by the majority of its employees as their exclusive representative for the purpose of bargaining collectively;
- the employer and the union are required to bargain in good faith with a view to concluding a collective bargaining agreement;
- a number of unfair labour practices are created to protect employees and unions from any attempt by the employer to interfere with their rights;
- strike and lock-out activity is regulated, but not prohibited;

- specific issues, such as union security, technological change, conciliation, voting procedures and religious exclusions are addressed; and
- remedial and enforcement procedures are included in the statute.

In short, the *Act* provides the legal framework for collective bargaining, along with a procedure for adjudicating disputes and enforcing rights and obligations. *The Trade Union Act*, like its counterparts in all other Canadian jurisdictions, does not attempt to prohibit economic conflict between employees and employers, but only to control it. It does not attempt to regulate the outcome of collective bargaining, but merely the process to be followed.

The function of the Labour Relations Board within this statutory framework is to identify the parties that will participate in collective bargaining, and to monitor the procedural aspects of the bargaining process. Under *The Trade Union Act*, the Board is not required to follow all of the formal rules of procedure that have been developed in courts of law.

The Board attempts to conduct its hearings in a way that will make them accessible to representatives of the parties who have no legal training, and which will allow the Board to identify the issues which are genuinely in dispute.



---

## ***The Construction Industry Labour Relations Act, 1992, as amended 2010***

Passed in 1992 and amended in 2000, *The Construction Industry Labour Relations Act, 1992*, S.S. 1992, c. C-29.11, provides for a system of collective bargaining in the building trades between organizations representing groups of contractors and the construction unions. The supervision of this statutory system is conferred on the Board under the legislation. On July 1, 2010, amendments to the Act, allowed Unions who were not designated by the Minister pursuant to s. 9 of the Act to make application to the Board under ss. 5(a), (b) and (c) of *The Trade Union Act* to represent workers within the construction industry. The amendments allowed a trade union to organize an appropriate unit of employees, which may be a multi-trade, or "all employee" unit, as well as a craft, or single-trade unit.

## ***The Public Service Essential Services Act***

The *Public Service Essential Services Act* came into force on May 14, 2008. Under that Act, the Board is authorized to determine the number of employees that will be deemed as essential services, in the event that the Employer and the trade union representing those employees is unable to reach an Essential Services Agreement that specifies which employees are essential services employees in the event of a work stoppage. The legislation also provides the framework for the parties to amend any Essential Services Agreement, if Board intervention is sought by either party. Rules of practice and procedure may be viewed on the Board's website.

## **Budget Summary**

The total budget of the Saskatchewan Labour Relations Board for the fiscal year ending March 31, 2011 was \$1,001,000. The actual sum expended by the Board during the fiscal year was \$759,831 representing an under-expenditure of 24 per cent as compared to budget and an 11 per cent reduction as compared to actual expenditure for the previous fiscal period. The Board continues to display competence in its ability to manage resources efficiently. Given the reality that the Board is unable to control or predict the nature or number of applications put before it, the relationship of expenditure to budgetary allocation cannot be guaranteed from year to year, but is closely monitored. The Board continues to improve its records management through the digitizing of its records, thereby assisting in the reduction of process redundancies through electronic processing.

---

## Summary of Board Activity for 2010-2011

I am pleased to present to the Legislative Assembly and to Saskatchewan residents a summary of the activities of the Saskatchewan Labour Relations Board for the 2010-2011 fiscal year. The Board is an independent, representational, quasi-judicial tribunal responsible for the interpretation and application of *The Trade Union Act*, *The Construction Industry Labour Relations Act*, and *The Public Service Essential Services Act*.

Since my appointment as the Chairperson of the Board, it has been my commitment to ensure that the Board achieves its statutory mandate, while at the same time finding means of significantly reducing the number of outstanding cases, and providing parties with a resolution of issues in a more timely basis. I am pleased to report that the Board has again made significant progress towards this ongoing goal.

The number of applications/complaints received by the Board in 2010-2011 totaled 245 constituting a 61 per cent increase in applications as compared to the previous year. We anticipate, however, as economic conditions continue to improve or stabilize, that the number of applications will likely increase over the next few years. Notwithstanding the increase in applications in this year, we continued to address the backlog of cases awaiting disposition from the Board, as identified in last year's Annual Report (p. 35). In particular, I am pleased to report that we have been able to resolve some cases which have been before the Board for a considerable time. Those efforts will continue into the next fiscal period.

To further address the backlog of cases awaiting adjudication by the Board, the Board intends to notify all parties who currently have matters before the Board which have been adjourned *sine die*. Since 1990, there are 356 matters which are in that classification. We anticipate that many of these applications have been resolved by the parties, but without the Board having been advised, so that its file may be closed. The resolution of these long outstanding files will significantly reduce the Board's backlog.

Last year, the Board successfully brought its new case management software system on line. Over the past fiscal year, we have been able to convert over 17,000 individual files dating back to 1945, to a digital format. The balance of our files will be converted during the next few months in the next fiscal period. All of our files will then be fully searchable, as will the Reasons and Orders resultant from those applications. In the future, we hope to have a fully accessible database of Board Orders, especially certification Orders, which will be searchable for our clients.

We also hope to provide public on-line access to these records through a new updated website, set to launch in June of 2011. I am particularly pleased to report that both the file management system and the conversion of the Board's historical files to electronic format was achieved at a cost much less than the originally estimated and budgeted for this work, resulting in significant savings to the people of Saskatchewan. This system will also be of ongoing benefit to the Board in delivering its services in a cost efficient and timely manner in the future.

---

The Board's main operational priorities for 2011-12 will be to streamline its rules of procedure. During this fiscal year, the Board put forward for discussion a modest update of its long outstanding rules of process and procedure. We anticipate the updating of these rules to continue into the next fiscal year.

When the Board launches its new website this June, it is designed to allow greater access for the public and, as noted above, hopes to make its records available to the public in a searchable format at some future date. In addition, its calendar of hearings will also be updated and available on the website for the benefit of the public. We also intend to supplement the materials available through our website to allow applicants and other parties seeking the assistance of the Board to understand the Board's rules, processes and procedures as well as to review and search prior decisions of the Board. There will also be an electronic inquiry form for specific requests to allow timely and accurate responses.

During 2010, the Board hosted the Annual Conference of Chairpersons and Administrators of Labour Relations Boards from across Canada. We were pleased to play host to most of the Chairpersons and Executive Directors/Registrars of the provincial Labour Relations Boards as well as several of the Federal Labour Relations Boards. The conference was hosted over a three-day period in late August in Regina. In addition to participation in programs related to the work performed by the Boards in Canada, our Board was able to showcase the Province of Saskatchewan to our visitors from across Canada. Participants in the Annual Conference paid their own expenses and contribute towards the cost of the program with the result that the Board was able to host this conference without any significant contribution from its budget.

Between April 1, 2010 and March 31, 2011, the Labour Relations Board sat for a total of 61 days. A total of 245 applications were received during the fiscal period, and a total of 213 were disposed of either by the Board or through withdrawal or adjournment during the fiscal year as compared to 171 the previous period. During the course of 2010-2011, 59 new certification Orders involving 715 employees were issued by the Board. The Board also rescinded two Orders, affecting 127 employees. Currently, the Board has 90 ongoing matters as indicated in Appendix 8. In addition, there are 355 matters currently adjourned *sine die*, spanning the period January 1, 1990 through to date. Many of the matters have been inactive for many years. As noted above, the Board will be reviewing these matters and contacting the parties in the next fiscal period to ascertain their status. Appendix 10 contains the listing by LRB File No., Type of Application, Applicant and Respondent (Co-Applicant).

While Appendix 6 provides a complete listing of all 149 applications disposed of by Order of the Board during the year, and by the panelists involved, it may be helpful to mention briefly some of the cases that illustrate various issues that the Board faced during this period.



#### **Impact of Bill 80:**

#### **COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA v. J.V.D. MILL SERVICES INC.**

**LRB File No. 087-10; Decision dated January  
10, 2011**

This decision was the first time the Board had dealt with recent amendments to *The Construction Industry Labour Relations Act* ("CILRA"). Amendments to the Act were made by Bill 80, which was passed by the Legislature and proclaimed in effect as of July 1, 2010.

Prior to the enactment of the amendments to the CILRA, the Communication, Energy and Paperworkers Union of Canada ("CEP") had filed an application for certification of employees of J.V.D. Mill Services Inc. ("JVD"). In that application, CEP challenged the constitutionality of the CILRA, claiming it was contrary to the *Canadian Charter of Rights and Freedoms* insofar as it interfered with an open choice of bargaining representative by employees in the construction industry.

That constitutional challenge did not proceed. Following proclamation of the amendments to the CILRA (Bill 80), CEP withdrew its original application (LRB File No. 058-09) and filed a new application (LRB File No. 087-10) for certification of the employees of J.V.D. Mill Services Inc.

Two trades, affiliated with the Building Trades Council, as well as the Construction Workers Union, Local 151 ("CLAC") applied for intervenor status with respect to the application. The Carpenters, and the Bricklayers were granted public policy intervenor status in the application, but CLAC was not granted status to intervene.

After reviewing the amendments to the CILRA, the Board determined that the Act now permitted the Board to certify outside the traditional craft unit boundaries and it certified an all employee group which included members of various trades within the appropriate unit.

#### **Geographic Scope:**

#### **TEAMSTERS, LOCAL UNION NO. 395 v. CAL-GAS INC.**

**LRB File No. 135-10; Decision dated October  
18, 2010**

In this case, the Board dealt with a routine certification of drivers employed by Cal-Gas Inc. who loaded and delivered propane in certain areas in Saskatchewan. The issue in the decision was the geographic scope of the unit.

The Employer argued that the orders should be confined to the current areas of the province served by the various drivers. The Union argued that a province-wide jurisdiction was more appropriate.

For the reasons set out in the decision, the Board agreed with the Union's submissions. The Board thought it would be more difficult to try to define what was a rather "ill defined" delivery area. While a province-wide geographic scope may impact on the rights of any new employees should the employer decide to relocate or open a new location, the evidence did not disclose any intention to do so. The Board therefore granted the certification on a province-wide basis.

---

**Board Jurisdiction:**

**ROBIN v. PRINCE ALBERT POLICE ASSOCIATION.**

**LRB File No. 050-10; Decision dated October 6, 2010**

This file was an application under the Duty of Fair Representation provisions of *The Trade Union Act* by a member of the Prince Albert Police Association who claimed that his union had not properly represented him in respect of his dismissal from the Prince Albert Police Service.

In reply to the application, the Police Association asserted that the Board did not have jurisdiction to deal with the matter since dismissal and discipline of police officers was dealt with in accordance with the provisions of *The Police Act*. The Association claimed that the applicant had filed for review pursuant to that Act and, therefore, the Board had no jurisdiction.

The parties were invited to and did file written arguments to outline their positions. The Board then convened to hear oral argument in addition to the written arguments.

For the reasons outlined in the decision, the Board determined that it did have jurisdiction to hear and determine the complaint. The Board analyzed the Court of Appeal decision in *McNair v. United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 179, 2004 SKCA 57 (CanLII)*, [2004], 240 D.L.R. (4th) 358 and determined that the essential character of the dispute under s. 25.1 of the Act had nothing to do with the discipline faced as a police officer, but rather how the Association represented him in respect of that dispute.

The Board therefore accepted jurisdiction to deal with the complaint. To date, no further hearing of the matter has occurred.

**Certification:**

**UFCW VS. WAL-MART STORES IN SASKATCHEWAN:**

On October 14, 2010, the Saskatchewan Court of Appeal rendered an important decision dealing with the temporal application of amendments to *The Trade Union Act*. The amendments in question became effective on May 14, 2008 and involved Saskatchewan's move to a mandatory secret ballot vote to determine the issue of majority support for applications before the Board. In *United Food and Commercial Workers, Local 1400 v. Wal-Mart Canada Corp. & Saskatchewan Labour Relations Board*, 2010 SKCA 123 (CanLII), the Court of Appeal concluded that the amendments to *The Trade Union Act* did not apply to applications filed with and heard by the Board prior to the amendments coming into force. The case involved an application by the United Food and Commercial Workers, Local 1400 seeking to represent a unit of employees employed at a Wal-Mart store located in Weyburn, Saskatchewan, and a decision of the Board to certify the Union to that workplace.

At the time the Union filed its certification application and at the time the Union's application was heard by the Board, *The Trade Union Act* permitted the Board to Order certification of a trade union on the basis of card evidence of majority support. However, almost seven (7) months prior to the Board rendering its decision on the certification application, *The Trade Union Act* was amended to mandate a representative vote by secret ballots before an Order could be granted in a certification application. The Board rendered its decision on the Union's certification application on December 4, 2008 and granted the Union a certification Order without conducting a representative vote, relying instead on the strength of card evidence of support filed by the Union with its application. In May of 2008, Wal-Mart sought judicial review of the Board's

decision arguing that the Board ought to have given consideration to the 2008 amendments to *The Trade Union Act* and that the Board should have ordered a representative vote of the affected employees. On June 23, 2009, the Saskatchewan Court of Queen's Bench granted Wal-Mart's application and quashed the Board's certification Order. The Union appealed and with its decision which was released on October 14, 2010, the Saskatchewan Court of Appeal overturned the lower court ruling and re-instated the Board's certification Order. In doing so, the Court concluded that the amendments to *The Trade Union Act* implementing a mandatory vote scheme in Saskatchewan do not apply to applications filed with, and heard by the Board, prior May 14, 2008.

Following this ruling of the Court of Appeal, a number of things happened between the parties, some of which culminated in proceedings being advanced to the Board.

In ***United Food and Commercial Workers, Local 1400 v. Wal-Mart Canada Corp.***, (unreported), LRB File No. 166-10, the Union made application to the Board seeking assistance in concluding terms of a first collective agreement for the employees at the Weyburn Wal-Mart Store. The Board heard argument from the parties on whether or not an agent should be appointed to meet with the parties and to report to the Board in accordance with the Board's past practice in hearing first collective agreement applications. Wal-Mart argued that the Union's application was premature as little collective bargaining had occurred between the parties since the Union had become certified and that the parties should be left on their own to bargain collectively. Simply put, Wal-Mart argued that any intervention by the Board, including merely appointing a Board agent, was premature and inappropriate under the circumstances because there had been insufficient collective bargaining between the parties prior to the Union's application for first collective agreement assistance.

The Board noted that, through no fault of their own, the parties had accomplished little more than introductions and an initial exchange of proposals at the bargaining table. The Board also noted that the parties had not even started bargaining with respect to monetary issues. However, after considering the Board's jurisprudence with respect to the appointment of Board agents in first collective agreement applications and the purpose for which such agents are appointed, the Board concluded that the lack of progress at the bargaining table was not an impediment to the appointment of a Board agent. In coming to this conclusion, the Board noted that circumstances of this particular application were unique. Although the Union had been certified to represent the employees in the bargaining unit since December, 2008, the Union's authority and practical capacity to do so had been either restricted or entirely vacated for all but a few months of that period. The Board appointed an agent. In doing so, the Board noted that it was difficult to assess whether the unique circumstances of the particular collective bargaining relationship made it more likely or less likely that intervention by the Board would be appropriate or necessary. However, the Board hoped that a Board agent, as a neutral third party, would be able to assist the Board with that very question.

The Board also noted that, at some point in the future, it may wish to revisit the issue of whether or not some threshold level of collective bargaining ought to be required before the Board would exercise its discretion to appoint a Board agent. However, the Board in this particular case, was not prepared to modify its past practice of routinely appointing a Board agent prior to hearings involving first collective agreement applications.

---

**Certification involving a Melded Workplace with Multiple Employers:**

In *United Food and Commercial Workers, Local 1400 v. The Canadian Salt Company Limited, Cardinal Construction Co. Ltd. & Production Services (1990) Ltd.*, 2010 CanLII 65961, LRB File No. 047-10, the Board heard an application from the Union seeking to represent various employees working at an industrial plant. The Union named three (3) respondent employers in its certification application. The Board found that a melded workplace existed wherein multiple employers had relationships with the employees which the Union sought to represent. The Board determined that two (2) of the three (3) companies were "employers" with the meaning of *The Trade Union Act* of the affected employees. Furthermore, the Board found that these two (2) employers were carrying on associated or related business or activities within the meaning of s. 37.3 of the *Act*. However, the Board also concluded that the relationship between the two (2) employers predated the temporal limits prescribed in subsection 37.3(2) of the *Act* (being October 28, 1994). The Board found that two (2) bargaining units existed in the workplace but, because the relationship between these two (2) employers was "grandfathered" by the *Act*, the Board concluded that it had no authority to combine the two (2) bargaining units.

In this case, the Board also discussed and applied the test for designating the principal (the business to whom a contractor provides its services) as the "employer" of a contractor's employees pursuant to s. 2(g)(iii) of *The Trade Union Act* (i.e. the "true" employer) for purpose of collective bargaining. The Board concluded that the owner of the industrial site, Canadian Salt Company Limited, should be designated as the "true" employer of Production Services (1990) Ltd.'s employees (who was a contractor at the principal's worksite). Notwithstanding this finding, the Board also concluded that it still had no residual authority to combine the two (2)

bargaining units in the absence of a common or related employer designation.

The Union's certification application ultimately was dismissed after neither of the representative vote demonstrated majority support for the Union in either bargaining unit.

**Alleged Direct Bargaining with Members of a Bargaining Unit by the Employer:**

In *United Steelworkers, Local 7458 v. Potash Corporation of Saskatchewan Inc.*, 2010 CanLII 13386, LRB File No. 026-09, (reported in previous fiscal period) the Board was called upon to decide whether or not an offer by the Employer to employees within the scope of the bargaining unit to voluntarily waive all or a portion of their respective annual vacation entitlements was direct bargaining with employees with respect to terms and conditions of their employment (and thus a potential violation of s. 11(1)(c) of *The Trade Union Act*). In arguing that the Employer's offer to employees was in violation of the *Act*, the Union noted that Employer entered into individual waiver agreements with the employees who accepted the offer.

The Board concluded that neither the proposal made to the employees, nor the individual agreements that were signed to waive vacation time, represented a violation of the *Act*.

The Board noted that not every benefit offered to an employee is considered to be a term or condition of employment that must be negotiated with the Union. While the Board found that the proposal made by the Employer to members of the bargaining unit could have been the subject of collective bargaining, the Board was not satisfied that the Employer's offer was a term or condition of employment that must be negotiated with the Union. Of particular significance, the Board noted that the Employer's proposal was not contrary to any specific provision that had been negotiated with the Union and that the proposal appeared to fall

---

within the scope of the management rights clause provided for within the collective agreement. Furthermore, the Board was satisfied that the Employer's proposal occurred mid-contract and outside of the statutory obligation on the parties to bargain collectively. The Board concluded that the Employer's proposal was analogous to an employee seeking, and the Employer granting, other forms of leave (such as maternity, parental or adoptive leave); matters in which the Union would also not be involved. Finally, the Board concluded that the fact that the affected employees entered into individual agreements with the Employer was merely a function of the requirements of *The Labour Standards Act* and did not elevate or change the substance of the transaction that occurred between the employees and the Employer into a matter involving direct negotiations with respect to a term or condition of employment.

On February 18, 2011, the Saskatchewan Court of Queen's Bench upheld the Board's decision. See: *United Steelworkers, Local 7458 v. Potash Corporation of Saskatchewan*, 2011 SKQB 86 (CanLII), Q.B.G. No. 741/2010.



## Highlights: Saskatchewan Labour Relations Board Fiscal 2010-11

Applications Filed 2010-11 compared to two previous periods

Type of Application	2010-2011	2009-2010	2008-2009
Amendment	11	9	8
Certification	81	48	32
Company Dominated	26		
Duty of Fair Representation	22	26	17
Employee determination		1	
Essential Services		3	
Exclusion on Religious Grounds	6	3	2
First Collective Agreement	1	4	2
Interim Application	7		
Joint Amendment	7	6	4
Determination of Union			1
Merger/Amalgamation	3	1	
Monetary Loss	7	2	2
Notice of Application	8		
Objection to Conduct of Vote	1	4	
Provisional Determination		1	
Reconsideration	4	4	
Reference of Dispute			1
Reinstatement	6	2	
Related Employer	1		
Rescission	11	11	11
Review Of EO Order	3		
Scope determination		1	
Successorship			1
Summary Dismissal Application	1		
Tech Change		1	1
Transfer of Bargaining Rights			91
Transfer of Obligation			3
Unfair Labour Practice	38	25	31
Vote on Final Offer	1		
	<b>245</b>	<b>152</b>	<b>207</b>

\*069-04 not unique

\*\* s.21.2(3) requires that each matter filed be tracked.

## Applications Disposed by Order

Amendment	6	0	
Certification	59	8	
Company Dominated	0	26	
Duty of Fair Representation	3	14	
Exclusion on Religious Grounds	3	0	
First Collective Agreement	1	0	
Interim Application	2	2	
Joint Amendment	3	0	
Merger/Amalgamation	2	0	
Monetary Loss	2	0	
Notice of Application	0	7	
Objection to Conduct of Vote	0	1	
Provisional Determination	1	0	
Reconsideration	0	1	
Reinstatement	2	0	
Rescission	2	0	
Review Of EO Order	3	0	
Unfair Labour Practice	1	0	
	90	59	149

This does not include matter resolved by Registrar/Board Agent or Withdrawal.

\*\* Each Rescission, Merg/Amal has two Orders, an Order directing a Vote, and if appropriate an Order cancelling the existing certification or Dismissing the Application and in Merg/Amal, an Order cancelling and a New Order. They are not included in the above table. They are recorded in the Reasons/Order time periods.

## Average Number of Days for Certification Votes\*

Date of Application to Order  
(Direction for Vote) . . . . . 11 days

Date of Direction for Vote to  
Final Order . . . . . 22 days

Total Average Days from  
Application to Certification . . . . . 33 days

\* Filed and completed in fiscal 2010-11, exclusive of 2009-2010 Applications disposed of in 2010-2011, or those that remain open as of March 31, 2011.

## Average Days from Application to Order

Categorized by fiscal period application filed  
(Certification and Rescissions Only)

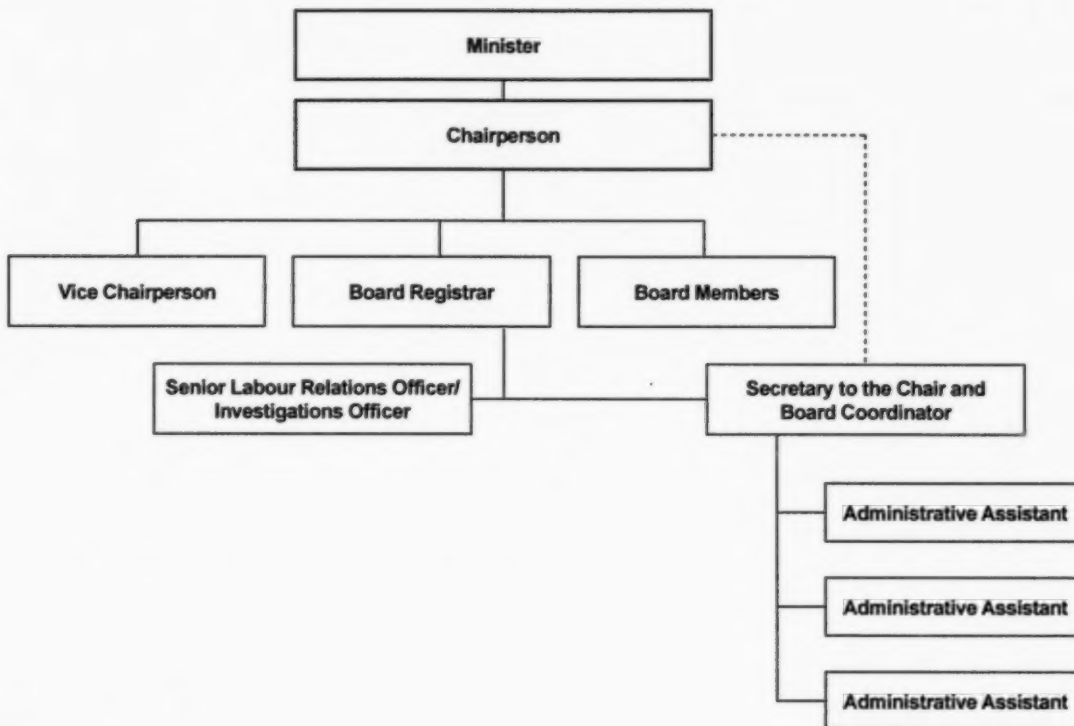
Fiscal 2008-2009 was transition year (Card to Vote)

2001-2002	48	92	70
2002-2003	31	49	40
2003-2004	31	182	106
2004-2005	49	223	136
2005-2006	75	91	83
2006-2007	103	88	96
2007-2008	73	140	106
2008-2009	101	91	96
2009-2010	67	98	83
2010-2011	33	161	97
<b>Average-10yrs</b>	<b>61</b>	<b>122</b>	<b>91</b>

# Appendices

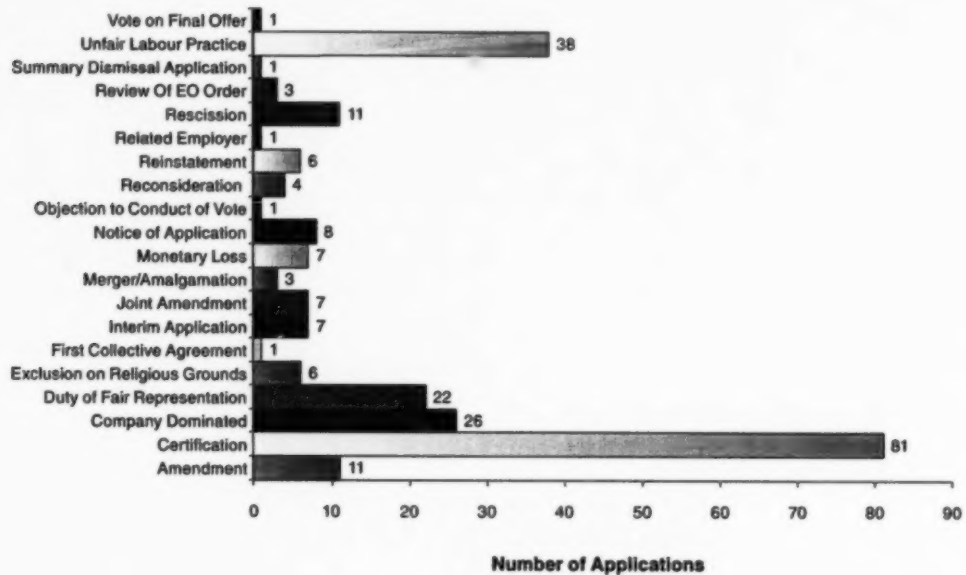
## Appendix 1: Labour Relations Board Organizational Chart

March 31, 2011

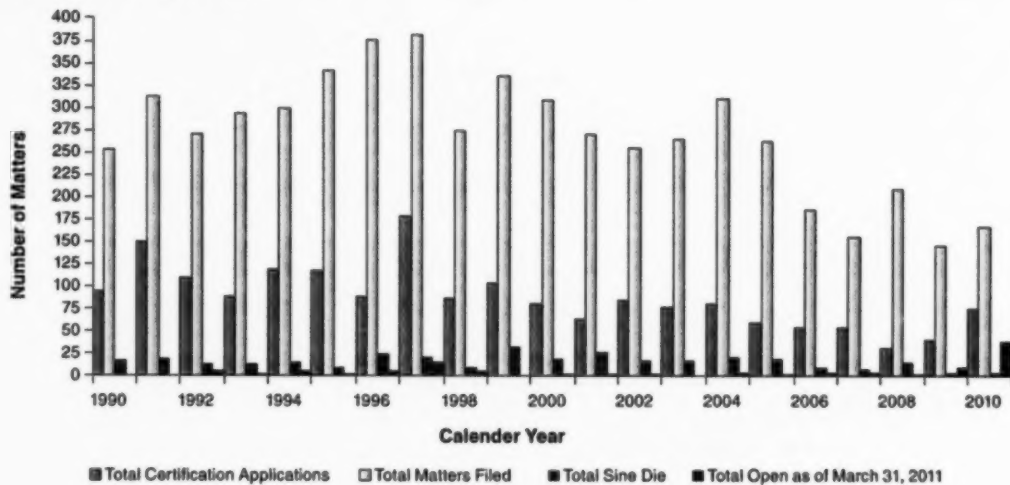




## Appendix 2: Applications under *The Trade Union Act*, by Type of Application, 2010-2011



## Appendix 3: Applications Filed vs. Certification Applications and Status of Active Files, by Year



---

**Appendix 4: Applications to the Labour Relations Board under *The Trade Union Act*, by Disposition**

2006-2007 to 2010-2011 (including Essential Services)

<b>Total Apps</b>	200	193	301	171	213
<b>Granted</b>	87	87	165	74	90
<b>Dismissed</b>	26	34	68	50	59
<b>Withdrawn</b>	69	47	43	45	54
<b>Sine Die</b>	17	18	25	2	10
	<b>199</b>	<b>186</b>	<b>301</b>	<b>171</b>	<b>213</b>

## Appendix 5: All Applications filed with the Board, Fiscal 2010-2011

Application Number, Date Received, Date of Decision, Date of Decision by, and Date of Decision by				
1	034-10	Certification	United Brotherhood of Carpenters and Joiners of America, Local 1985	MX2 Industrial Services Inc.
2	035-10	Certification	United Brotherhood of Carpenters and Joiners of America, Local 1985	Icon Construction Ltd.
3	036-10	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Communications, Energy and Paperworkers Union of Canada
4	037-10	Unfair Labour Practice	Grain Services Union	Dawn Food Products (Canada) Ltd.
5	039-10	Duty of Fair Representation	Fast, John Diedrich	International Brotherhood of Electrical Workers, Local 529
6	038-10	Certification	Canadian Office and Professional Employees Union, Local 342	International Brotherhood of Boilermakers, Local 555
7	041-10	Rescission	Nilupul Fernando	Winners Merchants International, L.P.
8	042-10	Rescission	Theresa Mitchell	Winners Merchants International, L.P.
9	040-10	Duty of Fair Representation	Raymond Chad Dickerson	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179
10	043-10	Certification	United Food and Commercial Workers, Local 1400	Affinity Credit Union
11	044-10	Certification	IA of Bridge, Structural .... Iron Workers, Local Union No. 771	Constructions Proco Inc.
12	045-10	Certification	IA of Bridge, Structural .... Iron Workers, Local Union No. 771	Northern Crane Services Inc.
13	047-10	Certification	United Food and Commercial Workers, Local 1400	The Canadian Salt Company Limited
14	046-10	Duty of Fair Representation	Ray Allan Vandekerkhove	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179
15	048-10	Certification	Canadian Union of Public Employees, Local 5004	Saskatoon Housing Authority
16	049-10	Certification	International Brotherhood of Electrical Workers, Local 529	Exco Ventures Ltd.
17	050-10	Duty of Fair Representation	Robin, Patrick	Prince Albert Police Association
18	051-10	Certification	United Food and Commercial Workers, Local 1400	Bee-Clean Building Maintenance Inc.
19	013-10	Reinstatement	Ilyia Alexander Luberti	Ranch Ehrlo Society
20	052-10	Exclusion on Religious Grounds	Eddy, Briana Lynn	Sun Country Health Region
21	053-10	Duty of Fair Representation	Robert (Mick) Taylor	Saskatchewan Government and General Employees' Union

22	054-10	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Westfair Foods Limited
23	055-10	Rescission	Wosminity, Adam	Good Spirit School Division No. 204
24	056-10	Certification	International Brotherhood of Electrical Workers, Local 529	PCL Intracon Power Inc.
25	058-10	Duty of Fair Representation	Eason, Don	Construction and General Workers Union, Local No. 180
26	059-10	Certification	United Food and Commercial Workers, Local 1400	The Watrous Co-operative Association Limited
27	060-10	Certification	I.A.T.S.E., Local No. 295	Insecurity Productions Inc.
28	062-10	Duty of Fair Representation	Moran, John Stephan	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union
29	061-10	Certification	IA of Bridge, Structural .... Iron Workers, Local Union No. 771	Midwest of Canada
30	064-10	Interim Application	BFI Constructors Ltd.	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179
31	063-10	Certification	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179	General Sprinklers Inc.
32	057-10	Duty of Fair Representation	Ruskowski, Rachel	Canadian Union of Public Employees, Local No. 4777
33	065-10	Amendment	Workers United Manitoba Joint Council	Winners Merchants International, L.P.
34	070-10	Unfair Labour Practice	BFI Constructors Ltd.	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179
35	066-10	Amendment	Workers United Manitoba Joint Council	Winners Merchants International, L.P.
36	067-10	Amendment	Workers United Manitoba Joint Council	Winners Merchants International, L.P.
37	068-10	Merger/Amalgamation	Saskatoon Police Association	Board of Police Commissioners of the City of Saskatoon
38	069-10	Certification	International Brotherhood of Electrical Workers, Local 529	TIC Canada ULC
39	072-10	Certification	International Union of Painters and Allied Trades, Local 739	Marzana Stucco Repair
40	071-10	Joint Amendment	Andritz Separation, a Division of Andritz Ltd.	United Steelworkers
41	073-10	Duty of Fair Representation	Alexander Gordon Kalina	Construction and General Workers Union, Local No. 180
42	074-10	Certification	UA of Journeyman & Apprentices of the Plumbing & Pipefitting Industry	Northern Crane Services Inc.

43	075-10	Exclusion on Religious Grounds	Burdick, Angela Sheree	Saskatchewan Government and General Employees' Union, Local #5291
44	076-10	Exclusion on Religious Grounds	Raney, Barbara Lorraine	Canadian Union of Public Employees, Local 1975
45	077-10	Certification	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	DLB Cranes Ltd.
46	078-10	Duty of Fair Representation	Babcock, Ryan	Construction and General Workers Union, Local No. 180
47	079-10	Unfair Labour Practice	Amalgamated Transit Union, Local 615	City of Saskatoon - Utilities Services - Transit
48	081-10	Unfair Labour Practice	Canadian Union of Public Employees, Local 4973	Welfare Rights Centre
49	080-10	Certification	I.A.T.S.E., Local No. 295	Little Mosque Productions V Inc.
50	082-10	Amendment	Saskatchewan Human Rights Commission	Canadian Union of Public Employees, Local 1871
51	083-10	Interim Application	Canadian Union of Public Employees, Local 4973	Welfare Rights Centre
52	084-10	Unfair Labour Practice	St. Thomas More College	St. Thomas More College Faculty Union (1977)
53	085-10	Certification	International Union of Painters and Allied Trades, Local 739	Park Derochie Coatings (Saskatchewan) Inc.
54	086-10	Reconsideration	Bee-Clean Building Maintenance Incorporated	United Food and Commercial Workers, Local 1400
55	087-10	Certification	Communications, Energy and Paperworkers Union of Canada (National)	J.V.D. Mill Services Inc.
56	088-10	Duty of Fair Representation	Buehler, Katherine	Canadian Union of Public Employees, Local 21
57	089-10	Rescission	Nilupul Fernando	Winners Merchants International, L.P.
58	091-10	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Government of Saskatchewan, Ministry of Government Services
59	092-10	Unfair Labour Practice	Service Employees International Union (CLC)	Saskatchewan Association of Health Organizations
60	093-10	Certification	IA of Bridge, Structural .... Iron Workers, Local Union No. 771	Walters Field Services Inc.
61	095-10	Duty of Fair Representation	Saunders, Brent A.	Canadian Union of Public Employees, Local 1975
62	094-10	Merger/Amalgamation	Canadian Union of Public Employees	Saskatchewan Union of Nurses
63	096-10	Exclusion on Religious Grounds	Lori Binfet	Saskatchewan Union of Nurses
64	097-10	Certification	Construction Workers Union (CLAC), Local 151	Tercon Industrial Works Ltd.
65	098-10	Certification	Construction Workers Union (CLAC), Local 151	Westwood Electric Ltd.

66	099-10	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Saskatchewan Association of Health Organizations
67	100-10	Certification	International Brotherhood of Boilermakers, Local 555	Construction - CSL Inc.
68	101-10	Certification	United Food and Commercial Workers, Local 1400	7595034 Canada Limited, carrying on business as 'No Frills'
69	102-10	Certification	Millwrights, Machine Erectors & Maintenance Union, Local 1021	Construction C.S.L. Inc.
70	103-10	Company Dominated	Saskatchewan Regional Council of Carp/Millwrights/Allied Workers	Construction Workers Union (CLAC), Local 151
71	104-10	Company Dominated	Saskatchewan Regional Council of Carp/Millwrights/Allied Workers	Construction Workers Union (CLAC), Local 151
72	105-10	Unfair Labour Practice	Canadian Union of Public Employees	Saskatchewan Association of Health Organizations
73	107-10	Company Dominated	International Brotherhood of Electrical Workers, Local 529	Construction Workers Union (CLAC), Local 151
74	108-10	Company Dominated	International Brotherhood of Electrical Workers, Local 529	Construction Workers Union (CLAC), Local 151
75	106-10	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Impact Security Group Inc.
76	109-10	Certification	United Brotherhood of Carpenters & Joiners of America Local 1985	Taurus Site Services Inc.
77	090-10	Rescission	Mitchell, Theresa	Winners Merchants International, L.P.
78	111-10	Certification	Millwrights, Machine Erectors & Maintenance Union, Local 1021	Andritz Hydro Canada Inc.
79	110-10	Certification	IA of Bridge, Structural .... Iron Workers, Local Union No. 771	1314055 Alberta Inc. o/a RAM Reinforcing
80	112-10	Reinstatement	Canadian Union of Public Employees, Local 4973	Welfare Rights Centre
81	113-10	Monetary Loss	Canadian Union of Public Employees, Local 4973	Welfare Rights Centre
82	114-10	Monetary Loss	Canadian Union of Public Employees, Local 4973	Welfare Rights Centre
83	115-10	Exclusion on Religious Grounds	Loewen, Norma	Prince Albert Parkland Health Region - Spiritwood Homecare
84	116-10	Certification	Construction Workers Union (CLAC), Local 151	Canonbie Contracting Ltd.
85	117-10	Certification	Construction Workers Union (CLAC), Local 151	Willbros Construction Services (Canada) L.P.
86	118-10	Certification	IA of Bridge, Structural .... Iron Workers, Local Union No. 771	Construction CSL/GDM Inc.
87	119-10	Certification	United Brotherhood of Carpenters and Joiners of America, Local 1985	Aristeo Construction International
88	127-10	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Government of Saskatchewan, Public Service Commission



89	120-10	Certification	I.A.T.S.E., Local No. 295	Gryphon Films Ltd.
90	121-10	Company Dominated	Saskatchewan Provincial Building Trades Council	Construction Workers Union (CLAC), Local 151
91	122-10	Company Dominated	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Construction Workers Union (CLAC), Local 151
92	123-10	Company Dominated	Saskatchewan Government and General Employees' Union	Construction Workers Union (CLAC), Local 151
93	124-10	Company Dominated	Saskatchewan Provincial Building Trades Council	Construction Workers Union (CLAC), Local 151
94	125-10	Company Dominated	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Construction Workers Union (CLAC), Local 151
95	126-10	Company Dominated	Saskatchewan Government and General Employees Union	Construction Workers Union (CLAC), Local 151
96	128-10	Certification	IA of Bridge, Structural .... Iron Workers, Local Union No. 771	A & H Steel Ltd.
97	131-10	Certification	Sheet Metal Workers' International Association Local 296	East Iowa Deck Support Inc.
98	129-10	Certification	IA of Bridge, Structural .... Iron Workers, Local Union No. 771	Buchanan Rebar (1489520 Alberta Ltd.)
99	130-10	Certification	United Brotherhood of Carpenters and Joiners of America, Local 1985	Construction CSL/GDM Inc.
100	134-10	Certification	Construction Workers Union (CLAC), Local 151	Pyramid Corporation
101	133-10	Certification	IA of Bridge, Structural .... Iron Workers, Local Union No. 771	Canadian Iron Structural Corporation
102	132-10	Certification	Millwrights, Machine Erectors & Maintenance Union, Local 1021	Sharp Industrial Millwright Services
103	137-10	Amendment	Ministry of Justice and Attorney General	Canadian Union of Public Employees
104	136-10	Reinstatement	Canadian Union of Public Employees, Local 4973	Welfare Rights Centre
105	135-10	Certification	Teamsters Local Union No. 395	Cal-Gas Inc.
106	139-10	Company Dominated	International Brotherhood of Electrical Workers, Local 529	Construction Workers Union (CLAC), Local 151
107	140-10	Company Dominated	International Brotherhood of Electrical Workers, Local 529	Construction Workers Union (CLAC), Local 151
108	138-10	Unfair Labour Practice	Welfare Rights Centre	Canadian Union of Public Employees, Local 4973
109	143-10	Certification	International Union of Operating Engineers, Hoisting & Portable &	Clean Harbors Energy and Industrial Services Corp.
110	141-10	Company Dominated	Saskatchewan Regional Council of Carp/Millwrights/Allied Workers	Construction Workers Union (CLAC), Local 151
111	142-10	Company Dominated	Saskatchewan Regional Council of Carp/Millwrights/Allied Workers	Construction Workers Union (CLAC), Local 151

112	144-10	Amendment	Communications, Energy and Paperworkers Union of Canada	Smurfit-Stone Container Canada L.P.
113	145-10	Certification	SEIUWEST.CA	Board of Education (Holy Family Roman) No. 140
114	146-10	Amendment	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Compass Group Canada (Beaver) Ltd.
115	147-10	Certification	Canadian National Federation of Independent Unions	Nutra Services Inc. o/a Nutra 2000
116	148-10	Certification	International Union of Painters and Allied Trades, Local 739	Veolia ES Canada Industrial Services Inc.
117	150-10	Interim Application	Saskatchewan Government and General Employees' Union	Government of Saskatchewan, Public Service Commission
118	149-10	Duty of Fair Representation	Koshman, Tracy L.	Saskatchewan Government and General Employees' Union
119	151-10	Company Dominated	Saskatchewan Regional Council of Carp/Millwrights/Allied Workers	Construction Workers Union (CLAC), Local 151
120	152-10	Company Dominated	International Brotherhood of Electrical Workers, Local 529	Construction Workers Union (CLAC), Local 151
121	153-10	Rescission	Markowski, Darryl	National Hotel
122	154-10	Related Employer	I.A.T.S.E., Local No. 295	Partners in Motion Pictures Inc.
123	155-10	Certification	Construction and General Workers Union, Local No. 180	MX2 Industrial Services Inc.
124	156-10	Duty of Fair Representation	Block, Loyal	Saskatchewan Government and General Employees' Union
125	157-10	Certification	Construction & General Workers' Union Local 180	Aristeo Construction International
126	159-10	Certification	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Registrar Dismissed
127	158-10	Duty of Fair Representation	Rasmussen, Christopher Sean	United Steelworkers of America, Local 6717
128	160-10	Rescission	Markowski, Darryl	National Hotel
129	162-10	Review Of EO Order	Saskatchewan Regional Council of Carp/Millwrights/Allied Workers	Construction Workers Union (CLAC), Local 151
130	161-10	Unfair Labour Practice	SEIUWEST.CA	Metis Addictions Council of Saskatchewan Inc.
131	163-10	Review Of EO Order	International Brotherhood of Electrical Workers, Local 529	Construction Workers Union (CLAC), Local 151
132	164-10	Review Of EO Order	Saskatchewan Provincial Building Trades Council	Construction Workers Union (CLAC), Local 151
133	165-10	Certification	Millwrights, Machine Erectors & Maintenance Union, Local 1021	Aristeo Construction International
134	166-10	First Collective Agreement	United Food and Commercial Workers, Local 1400	Wal-Mart Canada Corp. operating as Wal-Mart, Wal-Mart Canada, Sam's



135	167-10	Notice of Application	United Food and Commercial Workers, Local 1400	Wal-Mart Canada Corp. operating as Wal-Mart, Wal-Mart Canada, Sam's
136	168-10	Certification	IA of Bridge, Structural .... Iron Workers, Local Union No. 771	Aristeo Construction International
137	169-10	Certification	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	MX2 Industrial Services Inc.
138	171-10	Certification	Construction and General Workers Union, Local No. 180	Falcon Construction Ltd.
139	170-10	Certification	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Aristeo Construction International
140	173-10	Notice of Application	Saskatchewan Regional Council of Carp/Millwrights/Allied Workers	Construction Workers Union (CLAC), Local 151
141	174-10	Notice of Application	Saskatchewan Regional Council of Carp/Millwrights/Allied Workers	Construction Workers Union (CLAC), Local 151
142	172-10	Duty of Fair Representation	Fehler, Arthur Arnold	Saskatchewan Government and General Employees' Union
143	175-10	Duty of Fair Representation	McDaid, Blair	Canadian Office and Professional Employees Union, Local 397
144	176-10	Exclusion on Religious Grounds	R.A.C	Saskatchewan Government and General Employees' Union
145	177-10	Rescission	Button, Gordon	United Food and Commercial Workers, Local 1400
146	178-10	Certification	Millwrights, Machine Erectors & Maintenance Union, Local 1021	Triton Mechanical Corporation
147	179-10	Notice of Application	Saskatchewan Regional Council of Carp/Millwrights/Allied Workers	Construction Workers Union (CLAC), Local 151
148	180-10	Notice of Application	Saskatchewan Regional Council of Carp/Millwrights/Allied Workers	Construction Workers Union (CLAC), Local 151
149	181-10	Notice of Application	Saskatchewan Regional Council of Carp/Millwrights/Allied Workers	Construction Workers Union (CLAC), Local 151
150	182-10	Joint Amendment	United Food and Commercial Workers, Local 1400	Bee-Clean Building Maintenance Inc.
151	183-10	Certification	Canadian National Federation of Independent Unions	Nutra Services Inc. o/a Nutra 2000
152	184-10	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Walmart Canada Corp.
153	185-10	Certification	International Brotherhood of Electrical Workers, Local 2038	Chemco Electrical Contractors Ltd.
154	186-10	Certification	Health Sciences Association of Saskatchewan	Medstar Ventures Inc. o/a North-East Emergency Medical Services
155	187-10	Unfair Labour Practice	University of Regina Faculty Association	First Nations University of Canada (FNUUniv)
156	188-10	Unfair Labour Practice	University of Regina Faculty Association	First Nations University of Canada (FNUUniv)

157	189-10	Reconsideration	United Food and Commercial Workers, Local 1400	The Canadian Salt Company Limited
158	190-10	Amendment	Saskatchewan Union of Nurses	Canadian Union of Public Employees
159	191-10	Amendment	Rural Municipality of Meadow Lake No. 588	Saskatchewan Government and General Employees' Union
160	193-10	Interim Application	United Food and Commercial Workers, Local 1400	The Canadian Salt Company Limited
161	192-10	Amendment	Prince Albert Firefighters Association, IAFF Local 510	City of Prince Albert
162	194-10	Certification	Millwrights, Machine Erectors & Maintenance Union, Local 1021	Aristeo Construction International
163	195-10	Certification	SEIU-West	Variety Place Association Inc.
164	196-10	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	101111253 Saskatchewan Limited, o/a Howard Johnson
165	197-10	Unfair Labour Practice	Canadian Union of Public Employees, Local 4973	Welfare Rights Centre
166	198-10	Certification	International Brotherhood of Electrical Workers, Local 529	Diversified Construction and Maintenance Inc.
167	199-10	Company Dominated	Canadian Union of Public Employees	Construction Workers Union (CLAC), Local 151
168	200-10	Company Dominated	Canadian Union of Public Employees	Construction Workers Union (CLAC), Local 151
169	201-10	Company Dominated	Canadian Union of Public Employees	Construction Workers Union (CLAC), Local 151
170	202-10	Company Dominated	Canadian Union of Public Employees	Construction Workers Union (CLAC), Local 151
171	203-10	Company Dominated	Canadian Union of Public Employees	Construction Workers Union (CLAC), Local 151
172	204-10	Notice of Application	Saskatchewan Government and General Employees' Union	Construction Workers Union (CLAC), Local 151
173	205-10	Notice of Application	Saskatchewan Government and General Employees' Union	Construction Workers Union (CLAC), Local 151
174	206-10	Company Dominated	International Union of Bricklayers & Allied Craftworkers, Local 1	Construction Workers Union (CLAC), Local 151
175	207-10	Company Dominated	International Union of Bricklayers & Allied Craftworkers, Local 1	Construction Workers Union (CLAC), Local 151
176	208-10	Unfair Labour Practice	International Brotherhood of Electrical Workers, Local 529	Diversified Construction and Maintenance Inc.
177	209-10	Reinstatement	International Brotherhood of Electrical Workers, Local 529	Diversified Construction and Maintenance Inc.
178	210-10	Monetary Loss	International Brotherhood of Electrical Workers, Local 529	Diversified Construction and Maintenance Inc.
179	211-10	Company Dominated	Saskatchewan Government and General Employees' Union	Construction Workers Union (CLAC), Local 151

180	212-10	Company Dominated	Saskatchewan Government and General Employees' Union	Construction Workers Union (CLAC), Local 151
181	213-10	Company Dominated	Saskatchewan Government and General Employees' Union	Construction Workers Union (CLAC), Local 151
182	214-10	Certification	United Food and Commercial Workers, Local No. 1400	Canadian Logistics Services, LLC
183	215-10	Unfair Labour Practice	SEIU-West	Variety Place Association Inc.
184	216-10	Reinstatement	SEIU-West	Variety Place Association Inc.
185	217-10	Monetary Loss	SEIU-West	Variety Place Association Inc.
186	218-10	Interim Application	SEIU-West	Variety Place Association Inc.
187	219-10	Unfair Labour Practice	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
188	221-10	Monetary Loss	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
189	222-10	Unfair Labour Practice	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
190	220-10	Monetary Loss	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
191	224-10	Objection to Conduct of Vote	United Food and Commercial Workers, Local 1400	Wal-Mart Canada Corp. operating as Wal-Mart, Wal-Mart Canada, Sam's
192	223-10	Duty of Fair Representation	Dr. Foley, Janice	University of Regina Faculty Association
193	001-11	Vote on Final Offer	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
194	002-11	Unfair Labour Practice	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
195	003-11	Unfair Labour Practice	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
196	004-11	Unfair Labour Practice	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
197	005-11	Reconsideration	Saskatchewan Government and General Employees' Union	Government of Saskatchewan, Public Service Commission
198	006-11	Certification	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179	TESC Contracting Saskatchewan LTD.
199	007-11	Certification	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179	Thermal Metals Ltd., also working under A.R. Plumbing and Heating Ltd.
200	008-11	Unfair Labour Practice	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
201	009-11	Certification	IA of Bridge, Structural .... Iron Workers, Local Union No. 771	AECON Lockerbie Industrial Ltd.
202	010-11	Certification	United Food and Commercial Workers, Local 1400	Plainsview Credit Union

203	011-11	Certification	United Food and Commercial Workers, Local 1400	Plainsview Credit Union
204	012-11	Certification	United Food and Commercial Workers, Local 1400	Plainsview Credit Union
205	013-11	Certification	United Food and Commercial Workers, Local 1400	Plainsview Credit Union
206	014-11	Certification	United Food and Commercial Workers, Local 1400	Plainsview Credit Union
207	015-11	Certification	United Food and Commercial Workers, Local 1400	Plainsview Credit Union
208	016-11	Certification	United Food and Commercial Workers, Local 1400	Plainsview Credit Union
209	017-11	Certification	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Taurus Site Services Inc.
210	018-11	Duty of Fair Representation	McGhie, Jason	United Mine Workers of America, Local 7606
211	019-11	Joint Amendment	Canadian Union of Public Employees, Local 4618	Board of Education of the Christ the Teacher Roman Catholic Separate S
212	020-11	Certification	IA of Bridge, Structural .... Iron Workers, Local Union No. 771	Derksen Mechanical Services Inc.
213	021-11	Rescission	Heidecker, Michell	Bethany Pioneer Village Inc., O/A Birch Manor
214	022-11	Duty of Fair Representation	Wionzek, Allan H.	International Brotherhood of Electrical Workers, Local 2067
215	023-11	Duty of Fair Representation	McCrank, Virginia	Canadian Union of Public Employees, Local 4973
216	024-11	Certification	United Brotherhood of Carpenters & Joiners of America Local 2404	Ruskin Construction Ltd.
217	025-11	Unfair Labour Practice	Canadian Auto Workers, CAW Local 4209	The United Group - Taxi Division
218	026-11	Unfair Labour Practice	Communications, Energy and Paperworkers Union, Local 481	Saskatchewan Government and General Employees' Union
219	027-11	Amendment	Health Association of Saskatchewan	Saskatchewan Association of Health Organizations
220	028-11	Merger/Amalgamation	Teamsters Local Union No. 395	Jacobs Industrial Services Ltd.
221	029-11	Duty of Fair Representation	Fahlman, Dave	Canadian Union of Public Employees, Local 3967
222	030-11	Reconsideration	International Union of Bricklayers & Allied Craftworkers, Local 1	Communications, Energy and Paperworkers Union of Canada (National)
223	031-11	Joint Amendment	Canadian Union of Public Employees, Local 3481	Rail City Industries Inc.
224	032-11	Certification	United Steelworkers of America, Local 5917	Investigation Services Inc.

225	033-11	Unfair Labour Practice	United Steelworkers of America, Local 5917	Investigation Services Inc.
226	034-11	Interim Application	United Steelworkers of America, Local 5917	Investigation Services Inc.
227	035-11	Certification	I.A.T.S.E., Local No. 295	The Globe Theatre Society
228	036-11	Unfair Labour Practice	Budd, Dale	Prince Albert Parkland Health Region
229	037-11	Interim Application	United Food and Commercial Workers, Local 1400	The Watrous Co-operative Association Limited
230	038-11	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	The Watrous Co-operative Association Limited
231	039-11	Reinstatement	United Food and Commercial Workers, Local 1400	The Watrous Co-operative Association Limited
232	040-11	Monetary Loss	United Food and Commercial Workers, Local 1400	The Watrous Co-operative Association Limited
233	042-11	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Westfair Foods Limited
234	045-11	Joint Amendment	Canadian Union of Public Employees, Local 3683	Rail City Industries Inc.
235	043-11	Unfair Labour Practice	Grain Services Union (ILWU Canada)	Western Producer a division of Glacier Inc.
236	044-11	Summary Dismissal Application	Budd, Dale	Prince Albert Parkland Health Region
237	046-11	Joint Amendment	Canadian Union of Public Employees, Local 4438	Town of Canora
238	047-11	Certification	United Brotherhood of Carpenters & Joiners of America Local 1985	MX2 Industrial Services Inc.
239	048-11	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Saskatchewan Institute of Applied Science and Technology
240	049-11	Unfair Labour Practice	Canadian Office and Professional Employees Union, Local 342	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179
241	050-11	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Saskatchewan Institute of Applied Science and Technology
242	051-11	Certification	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Rural Municipality of Cambria #6
243	052-11	Rescission	Beskal, Kristopher	Kenmac Mechanical
244	053-11	Joint Amendment	Saskatoon Civic Middle Management Association	City of Saskatoon
245	041-11	Rescission	Applin, Edward	Saskatchewan Society for the Prevention of Cruelty to Animals



## Appendix 6: Decisions Rendered, Final

Final Decisions Rendered from 1979 to 2010 of the arbitrator appointed in 1979 by the International Brotherhood of Teamsters, Local 174, and the United Brotherhood of Carpenters and Joiners of America, Local 1000						
011-04	1/20/2004	Duty of Fair Representation	5/10/2004	4/21/2010	1	4/22/2010
079-06	5/30/2006	Amendment	10/1/2009	9/15/2010	7	9/22/2010
195-08	12/2/2008	Certification	9/3/2010	9/3/2010	0	9/3/2010
020-09	3/9/2009	Interim Application	12/13/2010	12/13/2010	63	2/14/2011
035-09	4/1/2009	Duty of Fair Representation	8/10/2009	3/18/2010	21	4/8/2010
033-09	4/2/2009	First Collective Agreement	9/3/2009	7/21/2010	0	7/21/2010
061-09	6/12/2009	Duty of Fair Representation	3/22/2010	3/24/2010	43	5/6/2010
070-09	6/25/2009	Duty of Fair Representation	3/22/2010	3/24/2010	43	5/6/2010
094-09	8/26/2009	Rescission	8/26/2009	3/25/2010	53	5/17/2010
108-09	9/22/2009	Duty of Fair Representation	3/16/2010	3/17/2010	29	4/15/2010
111-09	9/25/2009	Interim Application	9/29/2009	3/25/2010	53	5/17/2010
113-09	10/13/2009	Duty of Fair Representation	4/12/2010	4/30/2010	28	5/28/2010
120-09	10/21/2009	Provisional Employee Determination	5/10/2010	5/10/2010	0	5/10/2010
131-09	11/18/2009	Duty of Fair Representation	7/26/2010	7/26/2010	23	8/18/2010
135-09	11/19/2009	Amendment	1/12/2010	2/16/2010	65	4/22/2010
138-09	11/27/2009	Duty of Fair Representation	6/7/2010	6/7/2010	0	6/7/2010
139-09	11/30/2009	Duty of Fair Representation	6/9/2010	6/9/2010	15	6/24/2010
005-10	12/23/2009	Duty of Fair Representation	6/14/2010	6/14/2010	0	6/14/2010
007-10	1/26/2010	Duty of Fair Representation	10/25/2010	10/25/2010	25	11/19/2010
010-10	2/1/2010	Objection to Conduct of Vote	4/13/2010	4/13/2010	28	5/11/2010
020-10	2/19/2010	Certification	3/10/2010	3/28/2010	0	3/28/2010
035-10	4/7/2010	Certification	4/20/2010	5/5/2010	0	5/5/2010
034-10	4/7/2010	Certification	4/28/2010	5/5/2010	0	5/5/2010
038-10	4/14/2010	Certification	4/28/2010	5/5/2010	0	5/5/2010
040-10	4/19/2010	Duty of Fair Representation	9/27/2010	9/27/2010	23	10/20/2010
043-10	4/22/2010	Certification	5/10/2010	5/10/2010	8	5/18/2010
044-10	4/23/2010	Certification	5/3/2010	5/10/2010	0	5/10/2010
045-10	4/27/2010	Certification	5/3/2010	5/10/2010	0	5/10/2010
047-10	4/28/2010	Certification	6/7/2010	12/9/2010	0	12/9/2010
048-10	4/29/2010	Certification	5/20/2010	8/3/2010	0	8/3/2010
049-10	5/4/2010	Certification	5/26/2010	6/7/2010	0	6/7/2010
050-10	5/5/2010	Duty of Fair Representation	9/13/2010	9/13/2010	23	10/6/2010
051-10	5/10/2010	Certification	5/27/2010	6/22/2010	0	6/22/2010
052-10	5/14/2010	Exclusion on Religious Grounds	10/7/2010	10/7/2010	0	10/7/2010
053-10	5/17/2010	Duty of Fair Representation	3/14/2011	3/14/2011	9	3/23/2011
056-10	5/25/2010	Certification	6/10/2010	6/14/2010	0	6/14/2010
059-10	5/31/2010	Certification	6/23/2010	8/12/2010	0	8/12/2010

No Reasons	Steven Schiefner	Gitzel/McDonald			
No Reasons	Steven Schiefner	McDonald/Gitzel			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
Reasons	Kenneth Love, Q.C.	Gitzel/Caudle			
Reasons	Kenneth Love, Q.C.				
No Reasons	Kenneth Love, Q.C.	Ahl/Cymbalisty			
Reasons	Steven Schiefner	Ottenson/Cruson			
Reasons	Steven Schiefner	Ottenson/Cruson			
Reasons	Steven Schiefner	McDonald/Gitzel	9/29/2009	Kenneth Love, Q.C.	EO
Reasons	Steven Schiefner				
Reasons	Steven Schiefner	McDonald/Gitzel			
Reasons	Steven Schiefner				
No Reasons	Kenneth Love, Q.C.	Cuthbert/Siemens			
Reasons	Kenneth Love, Q.C.				
Reasons	Kenneth Love, Q.C.	White/Siemens	2/8/2010	Kenneth Love, Q.C.	White/Siemens
No Reasons	Steven Schiefner	Shoulak/Cymbalisty			
Reasons	Steven Schiefner				
No Reasons	Steven Schiefner	Shoulak/Cymbalisty			
Reasons	Kenneth Love, Q.C.				
Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	3/10/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	McCormick/Ahl	4/20/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	McCormick/Ahl	4/28/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	McCormick/Ahl	4/28/2010	Kenneth Love, Q.C.	Cruson/McCormick
Reasons	Kenneth Love, Q.C.				
Reasons	Kenneth Love, Q.C.	Siemens/Cuthbert	5/13/2010	Kenneth Love, Q.C.	Cuthbert/Siemens
No Reasons	Kenneth Love, Q.C.	Cuthbert/Siemens	5/3/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Cuthbert/Siemens	5/3/2010	Kenneth Love, Q.C.	
Reasons	Steven Schiefner	Cymbalisty/Shoulak	6/7/2010	Steven Schiefner	
Reasons	Steven Schiefner -Reasons/Order	McDonald/Ahl- Reasons, Cymbalisty/ Shoulak-Order	5/20/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	McCormick/Shoulak	5/26/2010	Steven Schiefner	EO
Reasons	Kenneth Love, Q.C.	Cuthbert/McDonald			
No Reasons	Steven Schiefner	McDonald/Ahl	5/27/2010	Steven Schiefner	EO
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
Reasons	Steven Schiefner				
No Reasons	Steven Schiefner	Cymbalisty/Shoulak	6/10/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Cruson/Cymbalisty	6/23/2010	Kenneth Love, Q.C.	EO

060-10	6/1/2010	Certification	6/7/2010	6/14/2010	0	6/14/2010
061-10	6/2/2010	Certification	6/14/2010	6/30/2010	0	6/30/2010
063-10	6/3/2010	Certification	6/17/2010	6/30/2010	0	6/30/2010
067-10	6/4/2010	Amendment	2/2/2011	2/2/2011	0	2/2/2011
066-10	6/4/2010	Amendment	2/2/2011	2/2/2011	0	2/2/2011
047-10	6/4/2010	Interim Application	6/14/2010	6/14/2010	0	6/14/2010
047-10	6/4/2010	Interim Application	6/14/2010	6/14/2010	1	6/15/2010
068-10	6/7/2010	Merger/Amalgamation	8/5/2010	8/5/2010	0	8/5/2010
069-10	6/9/2010	Certification	6/17/2010	6/30/2010	0	6/30/2010
071-10	6/16/2010	Joint Amendment	6/30/2010	6/30/2010	0	6/30/2010
074-10	6/21/2010	Certification	6/29/2010	7/12/2010	0	7/12/2010
077-10	6/23/2010	Certification	6/28/2010	6/30/2010	0	6/30/2010
076-10	6/23/2010	Exclusion on Religious Grounds	8/5/2010	8/5/2010	0	8/5/2010
080-10	6/28/2010	Certification	6/29/2010	7/12/2010	0	7/12/2010
083-10	6/29/2010	Interim Application	7/6/2010	7/20/2010	0	7/20/2010
085-10	7/9/2010	Certification	7/27/2010	9/3/2010	0	9/3/2010
087-10	7/19/2010	Certification	7/22/2010	1/24/2011	0	1/24/2011
089-10	7/21/2010	Rescission	7/27/2010	8/12/2010	0	8/12/2010
095-10	7/26/2010	Duty of Fair Representation	11/1/2010	11/1/2010	37	12/8/2010
093-10	7/26/2010	Certification	8/5/2010	8/12/2010	0	8/12/2010
094-10	7/26/2010	Merger/Amalgamation	8/5/2010	8/5/2010	0	8/5/2010
100-10	7/30/2010	Certification	8/12/2010	9/3/2010	0	9/3/2010
101-10	8/3/2010	Certification	8/13/2010	9/3/2010	0	9/3/2010
104-10	8/4/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
103-10	8/4/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
102-10	8/4/2010	Certification	8/27/2010	9/14/2010	0	9/14/2010
108-10	8/6/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
107-10	8/6/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
106-10	8/6/2010	Unfair Labour Practice	10/18/2010	10/18/2010	0	10/18/2010
109-10	8/11/2010	Certification	8/13/2010	9/3/2010	0	9/3/2010
110-10	8/12/2010	Certification	8/27/2010	10/7/2010	0	10/7/2010
114-10	8/13/2010	Monetary Loss	9/3/2010	11/4/2010	105	2/17/2011
113-10	8/13/2010	Monetary Loss	9/3/2010	11/4/2010	105	2/17/2011
112-10	8/13/2010	Reinstatement	9/3/2010	11/4/2010	105	2/17/2011
118-10	8/19/2010	Certification	9/7/2010	9/14/2010	0	9/14/2010
119-10	8/19/2010	Certification	8/27/2010	9/14/2010	0	9/14/2010



No Reasons	Steven Schiefner	Cymbalisty/Shoulak	6/7/2010	Steven Schiefner	EO
No Reasons	Kenneth Love, Q.C.	Wainwright/McCormick	6/14/2010	Steven Schiefner	Cymbalisty/Shoulak
No Reasons	Kenneth Love, Q.C.	Wainwright/McCormick	6/17/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Wagner/Cruson			
No Reasons	Kenneth Love, Q.C.	Wagner/Cruson			
No Reasons	Steven Schiefner	Cymbalisty/Shoulak	11/10/2010	Steven Schiefner	Cymbalisty/Shoulak
No Reasons	Steven Schiefner	Cymbalisty/Shoulak			
No Reasons	Steven Schiefner	Cruson/Shoulak			
No Reasons	Kenneth Love, Q.C.	Wainwright/McCormick	6/17/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Wainwright/McCormick			
No Reasons	Kenneth Love, Q.C.	Cuthbert/Siemens	6/29/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Wainwright/McCormick	6/28/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Cruson/Shoulak			
No Reasons	Kenneth Love, Q.C.	Wainwright/Wagner			
Reasons	Kenneth Love, Q.C.	Ahl/Cymbalisty			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	7/27/2010	Kenneth Love, Q.C.	EO
Reasons Reasons	Kenneth Love, Q.C. Steven Schiefner- Order	Cymbalisty/Ahl- Reasons Ahl/ McCormick-Order	7/22/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Cruson/Cymbalisty	7/27/2010	Kenneth Love, Q.C.	EO
Reasons	Kenneth Love, Q.C.				
No Reasons	Steven Schiefner	Cruson/Cymbalisty	8/5/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Cruson/Shoulak			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	8/12/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	8/13/2010	Kenneth Love, Q.C.	EO
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
No Reasons	Steven Schiefner	Cymbalisty/Shoulak	8/27/2010	Kenneth Love, Q.C.	EO
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
No Reasons	Steven Schiefner	Caudle/Gitzel			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	8/13/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	8/27/2010	Kenneth Love, Q.C.	EO
Reasons	Kenneth Love, Q.C.	McCormick/Cruson			
Reasons	Kenneth Love, Q.C.	McCormick/Cruson			
Reasons	Kenneth Love, Q.C.	McCormick/Cruson			
No Reasons	Steven Schiefner	Cymbalisty/Shoulak	9/7/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Cymbalisty/Shoulak	8/27/2010	Kenneth Love, Q.C.	EO

120-10	8/20/2010	Certification	8/23/2010	9/3/2010	0	9/3/2010
123-10	8/20/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
126-10	8/20/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
125-10	8/20/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
121-10	8/20/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
124-10	8/20/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
122-10	8/20/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
128-10	8/24/2010	Certification	9/9/2010	9/14/2010	0	9/14/2010
130-10	8/25/2010	Certification	9/10/2010	10/18/2010	0	10/18/2010
129-10	8/25/2010	Certification	9/9/2010	9/14/2010	0	9/14/2010
131-10	8/25/2010	Certification	8/27/2010	9/14/2010	0	9/14/2010
132-10	8/27/2010	Certification	9/20/2010	10/6/2010	0	10/6/2010
133-10	8/27/2010	Certification	9/7/2010	9/14/2010	0	9/14/2010
136-10	8/30/2010	Reinstatement	9/3/2010	11/4/2010	105	2/17/2011
135-10	8/30/2010	Certification	9/10/2010	9/20/2010	28	10/18/2010
139-10	9/2/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
140-10	9/2/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
143-10	9/3/2010	Certification	10/14/2010	11/4/2010	0	11/4/2010
142-10	9/3/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
141-10	9/3/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
144-10	9/8/2010	Amendment	10/7/2010	10/7/2010	0	10/7/2010
145-10	9/10/2010	Certification	9/22/2010	10/7/2010	0	10/7/2010
147-10	9/14/2010	Certification	9/17/2010	10/7/2010	0	10/7/2010
148-10	9/15/2010	Certification	9/17/2010	10/6/2010	0	10/6/2010
149-10	9/17/2010	Duty of Fair Representation	10/6/2010	11/4/2010	0	11/4/2010
150-10	9/17/2010	Interim Application	10/6/2010	10/6/2010	64	12/9/2010
151-10	9/20/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
152-10	9/20/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
155-10	9/24/2010	Certification	9/24/2010	10/7/2010	0	10/7/2010
156-10	9/30/2010	Duty of Fair Representation	1/11/2011	2/2/2011	0	2/2/2011
157-10	10/4/2010	Certification	10/15/2010	10/27/2010	0	10/27/2010
158-10	10/6/2010	Duty of Fair Representation	12/1/2010	2/2/2011	0	2/2/2011
162-10	10/8/2010	Review Of EO Order	10/26/2010	10/26/2010	15	11/10/2010
163-10	10/13/2010	Review Of EO Order	10/26/2010	10/26/2010	15	11/10/2010
164-10	10/13/2010	Review Of EO Order	10/26/2010	10/26/2010	15	11/10/2010
165-10	10/14/2010	Certification	10/15/2010	10/27/2010	0	10/27/2010
168-10	10/18/2010	Certification	10/18/2010	10/27/2010	0	10/27/2010
169-10	10/18/2010	Certification	10/29/2010	11/18/2010	0	11/18/2010
170-10	10/21/2010	Certification	10/21/2010	10/27/2010	0	10/27/2010
173-10	10/22/2010	Notice of Application	12/2/2010	12/8/2010	64	2/10/2011
174-10	10/22/2010	Notice of Application	12/2/2010	12/8/2010	64	2/10/2011

No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	8/23/2010	Kenneth Love, Q.C.	EO
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
No Reasons	Steven Schiefner	Cymbalisty/Shoulak	9/9/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Caudle/Gitzel	9/10/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Cymbalisty/Shoulak	9/9/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Cymbalisty/Shoulak	8/27/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Wagner/Ahl	9/20/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Cymbalisty/Shoulak	9/7/2010	Kenneth Love, Q.C.	EO
Reasons	Kenneth Love, Q.C.	McCormick/Cruson			
Reasons	Kenneth Love, Q.C.	Cymbalisty/Ahl	9/10/2010	Kenneth Love, Q.C.	EO
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
No Reasons	Kenneth Love, Q.C.	McCormick/Cruson	10/14/2010	Kenneth Love, Q.C.	EO
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	9/22/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	9/17/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Wagner/Ahl	9/17/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	McCormick/Cruson	10/6/2010	Steven Schiefner	Wagner/Ahl
Reasons	Steven Schiefner	Wagner/Ahl			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
No Reasons	Kenneth Love, Q.C.	Cruson/McCormick	9/24/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Cruson/Wagner	1/11/2011	Steven Schiefner	Ahl/McCormick
No Reasons	Kenneth Love, Q.C.	Cymbalisty/Ahl	10/15/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Cruson/Wagner	12/1/2010	Steven Schiefner	Ottenson/Grainger
Reasons	Steven Schiefner	McCormick/Ahl			
Reasons	Steven Schiefner	McCormick/Ahl			
Reasons	Steven Schiefner	McCormick/Ahl			
No Reasons	Kenneth Love, Q.C.	Cymbalisty/Ahl	10/15/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Cymbalisty/Ahl	10/18/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Wagner/Grainger	10/29/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Cymbalisty/Ahl	10/21/2010	Kenneth Love, Q.C.	EO
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			

176-10	10/28/2010	Exclusion on Religious Grounds	2/10/2011	2/10/2011	7	2/17/2011
178-10	11/1/2010	Certification	11/10/2010	12/1/2010	0	12/1/2010
181-10	11/2/2010	Notice of Application	12/2/2010	12/8/2010	64	2/10/2011
179-10	11/2/2010	Notice of Application	12/2/2010	12/8/2010	64	2/10/2011
180-10	11/2/2010	Notice of Application	12/2/2010	12/8/2010	64	2/10/2011
182-10	11/3/2010	Joint Amendment	11/4/2010	11/4/2010	0	11/4/2010
183-10	11/4/2010	Certification	11/10/2010	11/18/2010	0	11/18/2010
185-10	11/10/2010	Certification	11/25/2010	12/9/2010	0	12/9/2010
186-10	11/12/2010	Certification	11/26/2010	12/17/2010	0	12/17/2010
191-10	11/29/2010	Amendment	12/17/2010	12/17/2010	0	12/17/2010
193-10	11/29/2010	Interim Application	12/1/2010	12/1/2010	8	12/9/2010
195-10	11/30/2010	Certification	12/3/2010	12/17/2010	0	12/17/2010
194-10	11/30/2010	Certification	12/1/2010	12/9/2010	0	12/9/2010
200-10	12/3/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
203-10	12/3/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
201-10	12/3/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
202-10	12/3/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
199-10	12/3/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
204-10	12/3/2010	Notice of Application	12/2/2010	12/8/2010	64	2/10/2011
205-10	12/3/2010	Notice of Application	12/2/2010	12/8/2010	64	2/10/2011
198-10	12/3/2010	Certification	12/22/2010	1/24/2011	0	1/24/2011
207-10	12/6/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
206-10	12/6/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
212-10	12/13/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
213-10	12/13/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
211-10	12/13/2010	Company Dominated	12/2/2010	12/8/2010	64	2/10/2011
218-10	12/16/2010	Interim Application	1/13/2011	1/14/2011	0	1/14/2011
005-11	1/7/2011	Reconsideration	3/2/2011	3/2/2011	16	3/18/2011
006-11	1/10/2011	Certification	1/20/2011	2/2/2011	0	2/2/2011
007-11	1/12/2011	Certification	1/20/2011	2/2/2011	0	2/2/2011
009-11	1/13/2011	Certification	1/20/2011	2/2/2011	0	2/2/2011
017-11	1/17/2011	Certification	1/20/2011	2/2/2011	0	2/2/2011
020-11	1/24/2011	Certification	1/25/2011	2/2/2011	0	2/2/2011
024-11	1/26/2011	Certification	2/2/2011	2/16/2011	0	2/16/2011
031-11	2/18/2011	Joint Amendment	3/2/2011	3/2/2011	0	3/2/2011
034-11	2/25/2011	Interim Application	3/3/2011	3/3/2011	15	3/18/2011

Reasons	Steven Schiefner	Cuthbert/McDonald			
No Reasons	Steven Schiefner	Ottenson/Grainger		Kenneth Love, Q.C.	EO
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
No Reasons	Kenneth Love, Q.C.	McCormick/Cruson			
No Reasons	Steven Schiefner	Wagner/Grainger		Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Wagner/Grainger		Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Wagner/Ahl	11/26/2010	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Wagner/Ahl			
No Reasons	Steven Schiefner	Ottenson/Grainger			
No Reasons	Kenneth Love, Q.C.	Wagner/Ahl	12/3/2010	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Wagner/Grainger	12/1/2010	Kenneth Love, Q.C.	EO
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
No Reasons	Steven Schiefner	Ahl/McCormick	12/22/2010	Kenneth Love, Q.C.	EO
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
Reasons	Kenneth Love, Q.C.	McDonald/Gitzel			
No Reasons	Steven Schiefner	McDonald/Gitzel			
Reasons	Steven Schiefner	Wagner/Ahl			
No Reasons	Kenneth Love, Q.C.	Wagner/Cruson	1/20/2011	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Wagner/Cruson	1/20/2011	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Wagner/Cruson	1/20/2011	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Wagner/Cruson	1/20/2011	Kenneth Love, Q.C.	EO
No Reasons	Kenneth Love, Q.C.	Wagner/Cruson	1/25/2011	Kenneth Love, Q.C.	EO
No Reasons	Steven Schiefner	Trew/ Siemens	2/2/2011	Kenneth Love, Q.C.	Wagner/Curson
No Reasons	Steven Schiefner	Wagner/Ahl			
Reasons	Steven Schiefner	Wagner/Ahl			



**Appendix 7: Summary of decisions rendered, final v. interim**  
 (as required under s. 21(3)(d) of *The Trade Union Act*.)

	Number	with	without					
Kenneth Love, Q.C.	153	50	46	57		57	55	2.0
Steven Schiefner	63	17	37	9		2	25	17.4
Total and Collective Averages	216	67	83	66	149	67	40	9.7



## Appendix 8: Outstanding Applications as of March 31, 2011

227-00	Unfair Labour Practice	8/21/2000	United Brotherhood of Carpenters & Joiners of America, Local 1985	Graham Construction and Engineering Ltd.
192-01	Unfair Labour Practice	9/19/2001	United Brotherhood of Carpenters and Joiners of America, Local 1985	PCL Construction Holding Ltd. et al.
133-02	Joint Amendment	7/23/2002	Saskatchewan Liquor and Gaming Authority	
149-02	First Collective Agreement	8/9/2002	Canadian Union of Public Employees, Local 4335	Town of Wadena
055-04	Certification	3/22/2004	United Food and Commercial Workers, Local 1400	Wal-Mart Canada Corp. operating as Wal-Mart, Wal-Mart Canada, Sam's
096-04	Unfair Labour Practice	5/3/2004	United Food and Commercial Workers, Local 1400	Wal-Mart Canada Corp. operating as Wal-Mart, Wal-Mart Canada, Sam's
181-04	First Collective Agreement	6/25/2004	United Food and Commercial Workers, Local 1400	Sobeys Capital Inc. o/a Varsity Common Garden Market, Saskatoon
225-04	Unfair Labour Practice	9/9/2004	International Union of Operating Engineers, Local 870	Prairie Pipeline Contractors (2000) Ltd.
038-05	Unfair Labour Practice	2/28/2005	United Food and Commercial Workers, Local 1400	Wal-Mart Canada Corp. operating as Wal-Mart, Wal-Mart Canada, Sam's
071-06	Transfer of Obligation	3/17/2006	Canadian Union of Public Employees, Local 4683	North West School Division No. 203
053-06	Transfer of Obligation	4/21/2006	Canadian Union of Public Employees, Local 4799	Horizon School Division #205
169-06	Rescission	11/22/2006	Karlonas, Heidi Anne	Starbucks Coffee Company
030-07	Successorship	3/15/2007	United Food and Commercial Workers, Local 1400	Host International of Canada, Ltd. o/a HMS Host
041-07	Rescission	4/19/2007	Sablonniere, Patrick de	Brinks Canada Ltd.
113-07	Unfair Labour Practice	9/13/2007	Saskatchewan Government and General Employees' Union	Saskatchewan Corrections and Public Safety
120-07	Unfair Labour Practice	10/3/2007	Advance Employees' Association	Advance Engineered Products Ltd.
151-07	Successorship	12/10/2007	Canadian Union of Public Employees', Local 4875	North East School Division # 200
165-08	Determination of Trade Union	8/12/2008	Brink's Canada Limited	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union
001-09	Unfair Labour Practice	1/12/2009	United Food and Commercial Workers, Local 1400	Wal-Mart Canada Corp. operating as Wal-Mart, Wal-Mart Canada, Sam's
004-09	Amendment	1/23/2009	Canadian Auto Workers, CAW	Bessborough Hotel Limited

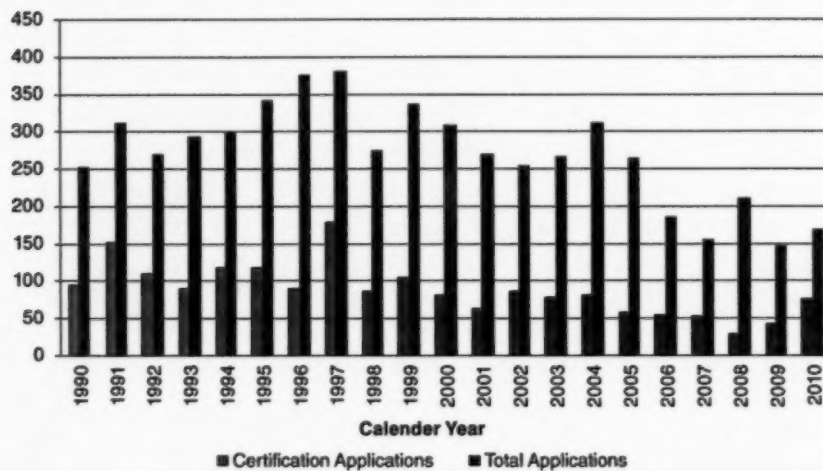
009-09	Unfair Labour Practice	2/18/2009	Saskatchewan Government and General Employees' Union	Government of Saskatchewan
019-09	Unfair Labour Practice	3/6/2009	Canadian Union of Public Employees, Local 4802	Board of Education of the Sun West School Division No. 207
020-09	Amendment	3/9/2009	Prairie North Regional Health Authority	Canadian Union of Public Employees
022-09	Transfer of Obligation	3/10/2009	Saskatchewan Government and General Employees' Union	Great Plains College
027-09	Transfer of Obligation	3/25/2009	Saskatchewan Government and General Employees' Union	Yorkton Mental Health Drop-In Centre Inc.
059-09	Duty of Fair Representation	6/11/2009	Norris, Ray	Construction and General Workers Union, Local No. 180
096-09	Amendment	8/28/2009	Public Service Commission	Saskatchewan Government and General Employees' Union
117-09	Unfair / Successorship / Common Employer	10/16/2009	United Food and Commercial Workers, Local 1400	Affinity Credit Union
019-10	Unfair Labour Practice	2/19/2010	Teamsters Local Union No. 395	PCL Industrial Constructors Inc.
026-10	Duty of Fair Representation	3/4/2010	Eckel, Carolyn	Amalgamated Transit Union, Local 615
050-10	Duty of Fair Representation	5/5/2010	Robin, Patrick	Prince Albert Police Association
054-10	Unfair Labour Practice	5/18/2010	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Westfair Foods Limited
055-10	Rescission	5/19/2010	Wosminity, Adam	Good Spirit School Division No. 204
057-10	Duty of Fair Representation	6/4/2010	Ruskowski, Rachel	Canadian Union of Public Employees, Local No. 4777
079-10	Unfair Labour Practice	6/28/2010	Amalgamated Transit Union, Local 615	City of Saskatoon - Utilities Services - Transit
091-10	Unfair Labour Practice	7/23/2010	Saskatchewan Government and General Employees' Union	Government of Saskatchewan, Ministry of Government Services
092-10	Unfair Labour Practice	7/23/2010	Service Employees International Union (CLC)	Saskatchewan Association of Health Organizations
097-10	Certification	7/27/2010	Construction Workers Union (CLAC), Local 151	Tercon Industrial Works Ltd.
098-10	Certification	7/27/2010	Construction Workers Union (CLAC), Local 151	Westwood Electric Ltd.
099-10	Unfair Labour Practice	7/29/2010	Saskatchewan Government and General Employees' Union	Saskatchewan Association of Health Organizations
105-10	Unfair Labour Practice	8/5/2010	Canadian Union of Public Employees	Saskatchewan Association of Health Organizations
115-10	Exclusion on Religious Grounds	8/16/2010	Loewen, Norma	Prince Albert Parkland Health Region - Spiritwood Homecare
116-10	Certification	8/18/2010	Construction Workers Union (CLAC), Local 151	Canonbie Contracting Ltd.

117-10	Certification	8/18/2010	Construction Workers Union (CLAC), Local 151	Willbros Construction Services (Canada) L.P.
134-10	Certification	8/27/2010	Construction Workers Union (CLAC), Local 151	Pyramid Corporation
137-10	Amendment	8/30/2010	Ministry of Justice and Attorney General	Canadian Union of Public Employees
146-10	Amendment	9/13/2010	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Compass Group Canada (Beaver) Ltd.
154-10	Related Employer	9/23/2010	I.A.T.S.E., Local No. 295	Partners in Motion Pictures Inc.
166-10	First Collective Agreement	10/15/2010	United Food and Commercial Workers, Local 1400	Wal-Mart Canada Corp. operating as Wal-Mart, Wal-Mart Canada, Sam's
175-10	Duty of Fair Representation	10/27/2010	McDaid, Blair	Canadian Office and Professional Employees Union, Local 397
177-10	Rescission	10/29/2010	Button, Gordon	United Food and Commercial Workers, Local 1400
184-10	Unfair Labour Practice	11/8/2010	United Food and Commercial Workers, Local 1400	Walmart Canada Corp.
187-10	Unfair Labour Practice	11/17/2010	University of Regina Faculty Association	First Nations University of Canada (FNUUniv)
188-10	Unfair Labour Practice	11/17/2010	University of Regina Faculty Association	First Nations University of Canada (FNUUniv)
192-10	Amendment	11/30/2010	Prince Albert Firefighters Association, IAFF Local 510	City of Prince Albert
196-10	Unfair Labour Practice	12/2/2010	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	10111253 Saskatchewan Limited, o/a Howard Johnson
214-10	Certification	12/14/2010	United Food and Commercial Workers, Local No. 1400	Canadian Logistics Services, LLC
219-10	Unfair Labour Practice	12/21/2010	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
221-10	Monetary Loss	12/21/2010	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
222-10	Unfair Labour Practice	12/21/2010	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
220-10	Monetary Loss	12/23/2010	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
224-10	Objection to Conduct of Vote	12/23/2010	United Food and Commercial Workers, Local 1400	Wal-Mart Canada Corp. operating as Wal-Mart, Wal-Mart Canada, Sam's
001-11	Unfair Labour Practice	1/5/2011	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
002-11	Unfair Labour Practice	1/5/2011	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services

003-11	Unfair Labour Practice	1/5/2011	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
004-11	Unfair Labour Practice	1/5/2011	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
008-11	Unfair Labour Practice	1/13/2011	Health Sciences Association of Saskatchewan	Medstar Ventures Inc., c.o.b. as North-East Medical Services
010-11	Certification	1/14/2011	United Food and Commercial Workers, Local 1400	Plainsview Credit Union
011-11	Certification	1/14/2011	United Food and Commercial Workers, Local 1400	Plainsview Credit Union
012-11	Certification	1/14/2011	United Food and Commercial Workers, Local 1400	Plainsview Credit Union
013-11	Certification	1/14/2011	United Food and Commercial Workers, Local 1400	Plainsview Credit Union
014-11	Certification	1/14/2011	United Food and Commercial Workers, Local 1400	Plainsview Credit Union
015-11	Certification	1/14/2011	United Food and Commercial Workers, Local 1400	Plainsview Credit Union
016-11	Certification	1/14/2011	United Food and Commercial Workers, Local 1400	Plainsview Credit Union
018-11	Duty of Fair Representation	1/18/2011	McGhie, Jason	United Mine Workers of America, Local 7606
022-11	Duty of Fair Representation	1/26/2011	Wionzek, Allan H.	International Brotherhood of Electrical Workers, Local 2067
023-11	Duty of Fair Representation	1/26/2011	McCrank, Virginia	Canadian Union of Public Employees, Local 4973
025-11	Unfair Labour Practice	1/28/2011	Canadian Auto Workers, CAW Local 4209	The United Group - Taxi Division
027-11	Amendment	2/7/2011	Health Association of Saskatchewan	Saskatchewan Association of Health Organizations
029-11	Duty of Fair Representation	2/10/2011	Fahlman, Dave	Canadian Union of Public Employees, Local 3967
030-11	Reconsideration	2/11/2011	International Union of Bricklayers & Allied Craftworkers, Local 1	Communications, Energy and Paperworkers Union of Canada (National)
035-11	Certification	3/4/2011	I.A.T.S.E., Local No. 295	The Globe Theatre Society
042-11	Unfair Labour Practice	3/11/2011	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Westfair Foods Limited
043-11	Unfair Labour Practice	3/16/2011	Grain Services Union (ILWU Canada)	Western Producer a division of Glacier Inc.
048-11	Unfair Labour Practice	3/24/2011	Saskatchewan Government and General Employees' Union	Saskatchewan Institute of Applied Science and Technology
049-11	Unfair Labour Practice	3/24/2011	Canadian Office and Professional Employees Union, Local 342	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179

050-11	Unfair Labour Practice	3/28/2011	Saskatchewan Government and General Employees' Union	Saskatchewan Institute of Applied Science and Technology
051-11	Certification	3/28/2011	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Rural Municipality of Cambria #6
052-11	Rescission	3/30/2011	Beskal, Kristopher	Kenmac Mechanical
041-11	Rescission	3/31/2011	Applin, Edward	Saskatchewan Society for the Prevention of Cruelty to Animals

## Appendix 9: Number of Applications filed by Calendar Year, 1990 to Date



Calendar Year	Certification Applications	Total Applications	Percentage
1990	95	253	38%
1991	151	312	48%
1992	110	270	41%
1993	89	293	30%
1994	119	299	40%
1995	118	341	35%
1996	89	376	24%
1997	179	381	47%
1998	87	274	32%
1999	104	336	31%
2000	81	309	26%
2001	62	270	23%
2002	86	255	34%
2003	77	266	29%
2004	82	311	26%
2005	57	264	22%
2006	54	186	29%
2007	53	156	34%
2008	29	210	14%
2009	42	146	29%
2010	76	168	45%



## Appendix 10: Applications adjourned *sine die*

1	235-05	Technological Change	101072099 Saskatchewan Ltd. o/a Budget Inn Express	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union
2	144-01	Unfair Labour Practice	Amalgamated Transit Union, Local 588	City of Regina
3	173-92	Unfair Labour Practice	Babcock & Wilcox	Saskatchewan & Northwest Territories Allied Council
4	174-92	Unfair Labour Practice	Babcock & Wilcox	Saskatchewan & Northwest Territories Allied Council and et al
5	175-92	Unfair Labour Practice	Babcock & Wilcox	Saskatchewan & Northwest Territories Allied Council and et al
6	176-92	Unfair Labour Practice	Babcock & Wilcox	Saskatchewan & Northwest Territories Allied Council and et al
7	177-92	Unfair Labour Practice	Babcock & Wilcox	Saskatchewan & Northwest Territories Allied Council and et al
8	166-04	Duty of Fair Representation	Baigent, Janice	Canadian Union of Public Employees, Local 3967
9	020-03	Duty of Fair Representation	Baliski, Marlene	Canadian Union of Public Employees, Local 3383
10	187-99	Duty of Fair Representation	Benderski, Jason	Saskatchewan Highways & Transportation
11	064-10	Interim Application	BFI Constructors Ltd.	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179
12	082-04	Amendment	Board of Education of the Lakeview School Division No. 142	Canadian Union of Public Employees, Local 3078
13	298-04	Duty of Fair Representation	Bull, James A.	Saskatchewan Government and General Employees' Union
14	123-98	Duty of Fair Representation	Campbell, Barbara Ellen	Saskatchewan Government and General Employees' Union
15	195-96	Unfair Labour Practice	Canadian Auto Workers, CAW	Landmark Inn
16	052-00	Unfair Labour Practice	Canadian Auto Workers, CAW	Saskatchewan Indian Gaming Authority Inc. (Northern Lights Casino)
17	117-00	Unfair Labour Practice	Canadian Auto Workers, CAW	Regina Motor Products (1970) Ltd.
18	014-01	Unfair Labour Practice	Canadian Auto Workers, CAW	Northern Lights Casino
19	194-01	Unfair Labour Practice	Canadian Auto Workers, CAW	United Cabs Limited o/a United Cabs and Blue Line Cabs
20	235-01	Successorship	Canadian Auto Workers, CAW	United Cabs Limited operating as United Cabs and Blue Line Cabs
21	032-02	Unfair Labour Practice	Canadian Auto Workers, CAW	Saskatchewan Indian Gaming Authority Inc. o/a Northern Lights Casino
22	248-03	First Collective Agreement	Canadian Auto Workers, CAW	United Cabs Limited
23	206-01	Unfair Labour Practice	Canadian Labour Congress, Local 481	Saskatchewan Government & General Employees Union

24	207-01	Reinstatement	Canadian Labour Congress, Local 481	Saskatchewan Government & General Employees Union
25	208-01	Monetary Loss	Canadian Labour Congress, Local 481	Saskatchewan Government & General Employees Union
26	006-90	Unfair Labour Practice	Canadian Union of Public Employees	Canadian Union of Public Employees (PA)
27	270-92	Unfair Labour Practice	Canadian Union of Public Employees	The Merici Centre for Infant Development
28	201-94	Amendment	Canadian Union of Public Employees	Battlefords Regional Care Centre
29	016-96	Unfair Labour Practice	Canadian Union of Public Employees	Saskatchewan Association of Health Organizations
30	062-96	Reference of Dispute	Canadian Union of Public Employees	Battleford Health District
31	247-98	Unfair Labour Practice	Canadian Union of Public Employees	Town of Kamsack
32	063-99	Unfair Labour Practice	Canadian Union of Public Employees	Canora Ambulance Care (1996) Ltd.
33	064-99	Reinstatement	Canadian Union of Public Employees	Canora Ambulance Care (1996) Ltd.
34	065-99	Monetary Loss	Canadian Union of Public Employees	Canora Ambulance Care (1996) Ltd.
35	099-99	Unfair Labour Practice	Canadian Union of Public Employees	Canora Ambulance Care (1996) Ltd.
36	100-99	Reinstatement	Canadian Union of Public Employees	Canora Ambulance Care (1996) Ltd.
37	101-99	Monetary Loss	Canadian Union of Public Employees	Canora Ambulance Care (1996) Ltd.
38	102-99	Unfair Labour Practice	Canadian Union of Public Employees	Canora Ambulance Care (1996) Ltd.
39	103-99	Reinstatement	Canadian Union of Public Employees	Canora Ambulance Care (1996) Ltd.
40	104-99	Monetary Loss	Canadian Union of Public Employees	Canora Ambulance Care (1996) Ltd.
41	199-99	Unfair Labour Practice	Canadian Union of Public Employees	Accent on Kids Early Learning and Childcare Centre Inc.
42	221-99	Unfair Labour Practice	Canadian Union of Public Employees	Duck Mountain Ambulance Care Ltd.
43	222-99	Reinstatement	Canadian Union of Public Employees	Duck Mountain Ambulance Care Ltd.
44	223-99	Monetary Loss	Canadian Union of Public Employees	Duck Mountain Ambulance Care Ltd.
45	221-03	Unfair Labour Practice	Canadian Union of Public Employees	Regina Qu'Appelle Regional Health Authority
46	246-03	Unfair Labour Practice	Canadian Union of Public Employees	University of Saskatchewan

47	247-03	Unfair Labour Practice	Canadian Union of Public Employees	University of Saskatchewan
48	186-04	Unfair Labour Practice	Canadian Union of Public Employees	Southwest Contract Services Inc.
49	218-05	Unfair Labour Practice	Canadian Union of Public Employees	The Good Shepherd Villas Inc.
50	123-06	Unfair Labour Practice	Canadian Union of Public Employees	Saskatchewan Association of Health Organizations
51	029-08	Successorship	Canadian Union of Public Employees	Prairie Spirit School Division #206
52	031-08	Successorship	Canadian Union of Public Employees	Prairie Valley School Division #208
53	037-08	Unfair Labour Practice	Canadian Union of Public Employees 1975	University of Saskatchewan
54	038-93	Transfer of Obligation	Canadian Union of Public Employees, Local 160	City of Prince Albert
55	159-90	Unfair Labour Practice	Canadian Union of Public Employees, Local 1830	Gateway Lodge Inc.
56	253-01	Amendment	Canadian Union of Public Employees, Local 1881	Town of Kamsack
57	089-92	Joint Amendment	Canadian Union of Public Employees, Local 2128	Prince Albert & District Community Service Centre Inc.
58	061-01	Amendment	Canadian Union of Public Employees, Local 2400	Touchwood Qu'Appelle District Health Board
59	111-92	Certification	Canadian Union of Public Employees, Local 3287-01	Gabriel Dumont Institute
60	192-95	Unfair Labour Practice	Canadian Union of Public Employees, Local 3404	Marriott Corporation
61	174-90	Unfair Labour Practice	Canadian Union of Public Employees, Local 342	City of Yorkton
62	085-05	Unfair Labour Practice	Canadian Union of Public Employees, Local 3481	Rail City Industries Inc.
63	094-99	Unfair Labour Practice	Canadian Union of Public Employees, Local 4220	Canora Ambulance Care (1996) Ltd.
64	091-03	Unfair Labour Practice	Canadian Union of Public Employees, Local 4552	Deer Park Villa Inc.
65	125-03	Unfair Labour Practice	Canadian Union of Public Employees, Local 4617	Heinze Institute of Applied Computer Technology
66	111-06	Successorship	Canadian Union of Public Employees, Local 4747	Living Sky School Division #202
67	020-08	Successorship	Canadian Union of Public Employees, Local 4784	Good Spirit School Division No. 204
68	039-08	Certification	Canadian Union of Public Employees, Local 4897	Parkland Society for Aid of the Mentally Handicapped
69	285-94	Unfair Labour Practice	Canadian Union of Public Employees, Local 519	East Central District Health Board

70	045-94	Unfair Labour Practice	Canadian Union of Public Employees, Local 59	City of Saskatoon
71	028-97	Interim Application	Canadian Union of Public Employees, Local 600-5	Canadian Union of Public Employees (Saskatchewan Division)
72	304-00	Reference of Dispute	Canadian Union of Public Employees, Local 7	City of Regina
73	089-07	Unfair Labour Practice	Canadian Union of Public Employees, Local 7	City of Regina, Human Resources Dept.
74	005-93	Unfair Labour Practice	Canadian Union of Public Employees, Local 828-03	Hudson Bay Union Hospital
75	163-03	Unfair Labour Practice	Canadian Union of Public Employees, Local 882	City of Prince Albert
76	103-05	Duty of Fair Representation	Chypiska, Lorraine	Saskatchewan Government and General Employees' Union
77	233-97	Amendment	City of Saskatoon	Canadian Union of Public Employees, Local 5
78	009-98	Amendment	Civic Middle Management Association	City of Saskatoon
79	108-95	CILRA	CLR Construction Labour Relations Association of Saskatchewan Inc.	Lockerbie & Hole Company Limited
80	109-95	CILRA	CLR Construction Labour Relations Association of Saskatchewan Inc.	PCL Industrial Constructors Inc.
81	068-93	Amendment	Communications, Energy and Paperworkers Union of Canada	Saskatchewan Energy
82	017-01	Unfair Labour Practice	Communications, Energy and Paperworkers Union of Canada	Hollinger Canadian Newspapers, LP o/a Saskatoon Star Phoenix
83	142-02	Unfair Labour Practice	Communications, Energy and Paperworkers Union of Canada	Hollinger Canadian Newspapers, LP o/a Saskatoon Star Phoenix
84	172-05	Certification	Communications, Energy and Paperworkers Union of Canada	Ficek Transport Ltd.
85	219-03	Unfair Labour Practice	Communications, Energy and Paperworkers Union of Canada, Local 18	The Star Phoenix
86	119-90	Reinstatement	Communications, Energy and Paperworkers Union of Canada, Local 878	Tarrill Envelopes Inc.
87	120-90	Monetary Loss	Communications, Energy and Paperworkers Union of Canada, Local 878	Tarrill Envelopes Inc.
88	121-90	Reinstatement	Communications, Energy and Paperworkers Union of Canada, Local 878	Tarrill Envelopes Inc.
89	122-90	Monetary Loss	Communications, Energy and Paperworkers Union of Canada, Local 878	Tarrill Envelopes Inc.

90	174-05	Unfair Labour Practice	Communications, Energy and Paperworkers Union, Local 481	Saskatchewan Government and General Employees' Union
91	140-97	First Collective Agreement	Communications, Energy and Paperworkers Union, Local 609	United Cabs
92	341-95	Amendment	Communications, Energy and Paperworkers Union, Local 649	Saskatchewan Power Corporation
93	223-90	Reinstatement	Construction & General Workers Union	Purolator Courier Ltd.
94	224-90	Monetary Loss	Construction & General Workers Union	Purolator Courier Ltd.
95	207-93	Monetary Loss	Construction & General Workers Union, Local 180	Con-Force Structures Ltd.
96	222-90	Unfair Labour Practice	Construction and General Workers Union	Purolator Courier Ltd.
97	023-94	Interim Application	Construction Labour Relations Association of Saskatchewan	Construction Labour Relations Association of Saskatchewan
98	111-04	Duty of Fair Representation	Deagnon, Doug	Saskatchewan Government and General Employees' Union
99	057-04	Amendment	Deer Park Villa Inc.	Canadian Union of Public Employees, Local 4552
100	230-04	Amendment	Deer Park Villa Inc., Ituna	Canadian Union of Public Employees, Local 4552
101	150-08	Rescission	Doucette, Gail	Giant Tiger
102	243-99	Duty of Fair Representation	Dreger, Carolyn	Saskatchewan Government and General Employees' Union
103	072-01	Rescission	Duchscher, Darrell	Pyramid Electric Corporation
104	145-05	Duty of Fair Representation	Durocher, Glen	International Union of Painters and Allied Trades
105	195-94	Duty of Fair Representation	Eberts, Gordon	Saskatchewan Government and General Employees' Union
106	135-96	Unfair Labour Practice	Employees of the Saskatoon Correctional Centre	Saskatchewan Government and General Employees' Union
107	205-91	Certification	Federated Co-operative Employees Association	Federated Co-operative Limited
108	159-97	Rescission	Gibson, Shenna	Eastview Daycare
109	049-08	Duty of Fair Representation	Gieni, Patti	Amalgamated Transit Union, Local 615
110	064-09	Technological Change	Grain Services Union	Titan Ventures Inc.
111	037-10	Unfair Labour Practice	Grain Services Union	Dawn Food Products (Canada) Ltd.
112	111-96	Unfair Labour Practice	Grain Services Union (ILWU - Canada)	AgPro Grain Inc.
113	223-04	Unfair Labour Practice	Grain Services Union (ILWU - Canada)	Sterling Pork Farms Ltd.
114	241-94	Unfair Labour Practice	Grain Services Union, Local 1000	Saskatchewan Wheat Pool



115	022-01	Unfair Labour Practice	Grain Services Union, Local 1450	Bear Hills Pork Producers Limited
116	076-09	Duty of Fair Representation	Granger, Ernest	International Brotherhood of Boilermakers, Local 555
117	015-96	Unfair Labour Practice	Graphic Communications International Union, Local 75M	Printcraft Ltd.
118	103-00	Unfair Labour Practice	Graphic Communications International Union, Local 75M	Leader Post
119	035-01	Duty of Fair Representation	H. C.	Saskatchewan Government and General Employees' Union
120	121-07	Duty of Fair Representation	Hall, Dale G.	International Association of Fire Fighters, Local 553
121	041-92	Duty of Fair Representation	Hanson, William (Bill)	UA of Journeyman & Apprentices of the Plumbing & Pipefitters Local 179
122	052-08	Duty of Fair Representation	Hendriks, Cory	Communications, Energy and Paperworkers Union, Local 481
123	136-93	Unfair Labour Practice	Hotel Employees and Restaurant Employees Union	Cuisine Enterprises Ltd./Medallion Investments Inc. o/a Artful Dodger
124	248-01	Unfair Labour Practice	Hotel Employees and Restaurant Employees Union, Local 41	Can Can Food and Vending Services Limited
125	155-90	Unfair Labour Practice	Hotel Employees and Restaurant Employees Union, Local 767	Sandman Inn
126	156-90	Unfair Labour Practice	Hotel Employees and Restaurant Employees Union, Local 767	Sandman Inn
127	040-98	Duty of Fair Representation	H. C.	Saskatchewan Government and General Employees' Union
128	109-99	Duty of Fair Representation	H. C.	Saskatchewan Government and General Employees' Union
129	110-99	Unfair Labour Practice	H. C.	Saskatchewan Government and General Employees' Union
130	196-01	Unfair Labour Practice	H. C.	Saskatchewan Government and General Employees Union
131	085-04	Duty of Fair Representation	Hutzul, Alan	Saskatchewan Government and General Employees' Union
132	106-03	Unfair Labour Practice	I.A.T.S.E., Local No. 295	Saskatchewan Gaming Corporation - Casino Regina
133	203-01	Certification	I.A.T.S.E., Local No. 300	Hyde Productions Inc.
134	125-02	Certification	I.A.T.S.E., Local No. 300	Body and Soul Productions 1 Inc.
135	300-97	Amendment	Inland Aggregates Limited (Saskatoon - Inland Group)	Teamsters Local Union No. 395
136	297-97	Amendment	Inland Concrete Limited (Moose Jaw - Inland Group)	Teamsters Local Union No. 395

137	298-97	Amendment	Inland Concrete Limited (North Battleford - Inland Group)	Teamsters Local Union No. 395
138	299-97	Amendment	Inland Concrete Limited (Regina - Inland Group)	Teamsters Local Union No. 395
139	301-97	Amendment	Inland Concrete Limited (Saskatoon - Inland Group)	Teamsters Local Union No. 395
140	216-01	Unfair Labour Practice	International Brotherhood of Electrical Workers, Local 2038	Sun Electric (1975) Ltd.
141	296-99	Amendment	International Brotherhood of Electrical Workers, Local 2067	Saskatchewan Power Corporation
142	065-01	Certification	International Brotherhood of Electrical Workers, Local 529	Westwood Electric Ltd. and/or...
143	066-01	Unfair Labour Practice	International Brotherhood of Electrical Workers, Local 529	Westwood Electric Ltd. and/or...
144	019-01	Unfair Labour Practice	International Union of Bricklayers & Allied Craftworkers, Local 1	Eckl Ceramics Ltd.
145	016-06	Related Employer	International Union of Bricklayers & Allied Craftworkers, Local 1	Delta Masonry Ltd.
146	126-05	Construction Applications	International Union of Elevator Constructors, Local No. 102	Construction Labour Relations Association of Saskatchewan
147	077-02	Monetary Loss	International Union of Painters and Allied Trades, Local 739	Rural Municipality of Wallace No. 243
148	248-97	Certification	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Kiewit Management Ltd.
149	035-00	First Collective Agreement	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Village of Young
150	076-02	Unfair Labour Practice	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Rural Municipality of Wallace No. 243
151	078-02	Monetary Loss	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Rural Municipality of Wallace No. 243
152	213-02	First Collective Agreement	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Rural Municipality of Wallace No. 243
153	273-04	Unfair Labour Practice	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	R.M of Wallace, No. 243
154	058-08	Unfair Labour Practice	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	Rural Municipality of Montmartre No. 126
155	059-08	Monetary Loss	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870	IU of Operating Engineers, Hoisting & Portable & Stationary, Local 870

156	175-90	Unfair Labour Practice	Janvier, Lawrence	Amok Cluff Mining
157	053-00	First Collective Agreement	Kids Place Child Care Co-Operative	Saskatchewan Government Employees' Union
158	163-02	Duty of Fair Representation	Koshman, Tracy L.	Saskatchewan Government and General Employees' Union
159	134-96	Unfair Labour Practice	Liick, Brent J.	Canadian Union of Public Employees, Local 600-5
160	172-96	Duty of Fair Representation	Liick, Brent J.	Canadian Union of Public Employees, Local 600-5
161	108-03	Duty of Fair Representation	Luciuk, Crystal	Canadian Union of Public Employees, Local 1975-01
162	141-04	Duty of Fair Representation	Luciuk, Crystal	Canadian Union of Public Employees, Local 1975-01
163	102-04	Duty of Fair Representation	McGonigal, Mac W.T.	Saskatchewan Government and General Employees' Union
164	046-05	Duty of Fair Representation	Merrick, Dale J.	United Steelworkers of America, Local 5890
165	123-94	Unfair Labour Practice	Michener, Gary A.	Correctional Services of Saskatchewan
166	095-01	Duty of Fair Representation	Monaghan, Patrick	International Brotherhood of Boilermakers, Local 555
167	252-00	Duty of Fair Representation	Nagel, Denise	Administrative and Supervisory Personnel Association
168	051-08	Duty of Fair Representation	Osberg, Shane	Communications, Energy and Paperworkers Union, Local 48
169	241-03	Duty of Fair Representation	P. K	Canadian Union of Public Employees, Local 1975-01
170	245-03	Duty of Fair Representation	P. K.	Canadian Union of Public Employees, Local 1975-01
171	096-05	Duty of Fair Representation	Pawluk, Thomas F.	University of Regina Faculty Association
172	023-03	Duty of Fair Representation	Peet, Christine A.	Saskatchewan Government and General Employees' Union
173	210-00	Duty of Fair Representation	Poletz, Carolynne	Saskatchewan Government and General Employees' Union
174	092-96	Interim Application	Professional Association of Internes and Residents of Saskatchewan	University of Saskatchewan
175	057-96	Certification	Public Service Alliance of Canada	Fort Qu'Appelle Indian Hospital Inc.
176	046-06	Unfair Labour Practice	Public Service Alliance of Canada	RCMP Depot Canteen
177	063-06	Certification	Public Service Alliance of Canada	RCMP Depot Canteen
178	064-06	Unfair Labour Practice	Public Service Alliance of Canada	RCMP Depot Canteen

179	055-99	Amendment	Rainbow Youth Centre	Saskatchewan Government and General Employees' Union
180	004-03	Unfair Labour Practice	Ralph McKay Industries Inc.	United Steelworkers of America, Local 5917
181	039-05	Duty of Fair Representation	Randy Hauser	Canadian Union of Public Employees
182	037-96	Reference of Dispute	Regina Civic Middle Management Association	City of Regina
183	131-07	Certification	Regina Musicians Association, Local 446, A.F. of M.	Regina Symphony Orchestra
184	035-05	Amendment	Regina Qu' Appelle Regional Health Authority	Canadian Union of Public Employees
185	213-92	Unfair Labour Practice	Retail Wholesale and Department Store Union, Local 539	Sherwood Co-operative Association Ltd.
186	030-90	Unfair Labour Practice	Retail Wholesale and Department Store Union, Local 558	Canadian Linen Supply Co. Ltd.
187	033-07	Unfair Labour Practice	Retail, Wholesale and Department Store Union, Local 568	Johner's Homestyle Catering
188	300-04	Duty of Fair Representation	Rouillet, Sandra	Saskatchewan Government and General Employees' Union
189	089-93	Amendment	Royal University Hospital	Saskatchewan Union of Nurses
190	270-01	Duty of Fair Representation	Sagan, Terry	Canadian Union of Public Employees, Local 456
191	232-01	Unfair Labour Practice	Saskatchewan Association of Health Organizations	Canadian Union of Public Employees
192	212-02	Certification	Saskatchewan Association of Health Organizations	Health Sciences Association of Saskatchewan
193	099-09	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Government of Saskatchewan
194	139-90	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Saskatchewan Institute of Applied Science and Technology
195	161-90	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Cumberland Regional College
196	250-90	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Saskatchewan Property Management Corporation
197	013-91	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Government of Saskatchewan
198	008-92	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Southeast Regional College (Weyburn)
199	203-93	Amendment	Saskatchewan Government and General Employees' Union	Fire Bomber Pilots
200	145-96	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Pipestone Health District/Lakeside Nursing Home

201	114-98	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Saskatchewan Institute of Applied Science and Technology
202	084-99	Technological Change	Saskatchewan Government and General Employees' Union	Saskatoon Group Homes Inc.
203	204-99	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Rural Municipality of Paddockwood #520
204	065-00	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Kids Place Child Care Co-Operative
205	177-00	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Keewatin Yathe' Health District
206	131-04	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Saskatchewan Institute of Applied Science and Technology
207	188-05	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Hillview Manor
208	122-06	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Saskatchewan Association of Health Organizations
209	001-07	Unfair Labour Practice	Saskatchewan Government and General Employees' Union	Government of Saskatchewan
210	082-10	Amendment	Saskatchewan Human Rights Commission	Canadian Union of Public Employees, Local 1871
211	087-00	Unfair Labour Practice	Saskatchewan Indian Gaming Authority Inc.	Canadian Auto Workers, CAW
212	160-90	Certification	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Beverage Central Distributors Ltd.
213	130-91	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Remai Investments Corp (Yorkton)
214	131-91	Reinstatement	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Remai Investments Corp (Yorkton)
215	133-91	Reinstatement	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Remai Investment Co. Ltd. (Yorkton)
216	142-91	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Santa Fe Foods Inc.
217	156-91	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Macdonalds Consolidated & Mr. W. Mulligan
218	204-91	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Santa Fe Foods and in particular Rab Hagerly and Roy Lorass
219	210-91	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Santa Fe Foods Ltd.



220	251-91	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Santa Fe Foods Inc.
221	252-91	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	592828 Saskatchewan Ltd.
222	253-91	Reinstatement	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	592828 Saskatchewan Ltd.
223	254-91	Monetary Loss	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	592828 Saskatchewan Ltd.
224	302-91	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	592828 Saskatchewan Ltd.
225	036-93	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Watergroup Canada Ltd.
226	133-93	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Watergroup Canada Ltd.
227	167-93	Amendment	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Remai Investment Co. Ltd. (Yorkton)
228	133-94	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Dairy Producers Co-operative Limited
229	292-94	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Prairie Micro-Tech Inc.
230	123-95	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Acme Video
231	183-95	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Pineland Co-operative Association Ltd.
232	184-95	Reinstatement	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Pineland Co-operative Association Ltd.
233	185-95	Monetary Loss	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Pineland Co-operative Association Ltd.
234	054-96	First Collective Agreement	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Acme Video Inc.
235	178-96	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Acme Video Inc.

236	335-96	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Saskatchewan Institute on Community Living Inc.
237	344-96	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Saskatchewan Institute of Community Living Inc.
238	037-97	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Saskatchewan Institute on Community Living Inc.
239	131-97	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Canada Safeway Limited
240	132-97	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Canada Safeway Limited
241	289-97	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Loraas Disposal Services Ltd. & in particular ...
242	290-97	Monetary Loss	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Loraas Disposal Services Ltd. & in particular ...
243	344-97	Transfer of Obligation	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Saskatchewan Gaming Corporation
244	356-97	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Regina Exhibition Association
245	192-98	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Off The Wall Productions Ltd.
246	193-98	Reinstatement	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Off The Wall Productions Ltd.
247	194-98	Monetary Loss	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Off The Wall Productions Ltd.
248	067-99	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Pineland Co-op Association Limited
249	068-99	Reinstatement	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Pineland Co-op Association Limited
250	069-99	Monetary Loss	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Pineland Co-op Association Limited
251	175-99	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Canadian Hotel Income Properties Real Estate Investmebnt Trust ....

252	254-99	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Garden Market IGA
253	255-99	Monetary Loss	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Garden Market IGA
254	013-00	Certification	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Dimension 3 Hospitality Corporation
255	057-00	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Dimension 3 Hospitality Corporation o/a Days Inn
256	262-00	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	College Park Garden Market IGA
257	263-00	Reinstatement	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	College Park Garden Market IGA
258	264-00	Monetary Loss	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	College Park Garden Market IGA
259	309-00	Transfer of Obligation	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Moose Jaw Packers Ltd.
260	026-01	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	College Park Garden Market IGA
261	106-01	Amendment	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Canadian Linen & Uniform Service Co. in Regina and Saskatoon
262	102-02	Amendment	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Temple Gardens Mineral Spa Inc.
263	148-03	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Fuhrmann's Meats
264	077-04	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Loraas Disposal Service Limited
265	183-04	Unfair Labour Practice (Interim)	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Loraas Disposal Service Ltd.
266	229-05	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Budget Inn Express
267	183-06	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	101072099 Sask. Ltd. o/a Budget Inn Express

268	110-07	Unfair Labour Practice	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Empire Investment Corporation o/a Northwood Inn & Suites (Formerly....
269	042-08	Amendment	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Brink's Canada Limited
270	044-08	Certification	Saskatchewan Joint Board, Retail, Wholesale and Department Store Union	Brink's Canada Limited
271	087-90	Unfair Labour Practice	Saskatchewan Union of Nurses	Assiniboia Pioneer Lodge Inc.
272	195-92	Unfair Labour Practice	Saskatchewan Union of Nurses	St. Paul's Hospital
273	047-93	Amendment	Saskatchewan Union of Nurses	Moose Jaw Union Hospital
274	104-93	Reference of Dispute	Saskatchewan Union of Nurses	Sherbrooke Community Centre
275	036-01	Unfair Labour Practice	Saskatchewan Union of Nurses	Saskatchewan Association of Health Organizations
276	109-02	Joint Amendment	Saskatchewan Union of Nurses	East Central Health District
277	152-02	Unfair Labour Practice	Saskatchewan Union of Nurses	Regional Health Authority #4
278	211-02	Certification	Saskatchewan Union of Nurses	Health Sciences Association of Saskatchewan
279	227-03	Successorship	Saskatchewan Union of Nurses	Athabasca Health Authority Inc.
280	190-10	Amendment	Saskatchewan Union of Nurses	Canadian Union of Public Employees
281	252-92	Amendment	Saskatoon Community Clinic	Canadian Union of Public Employees
282	142-05	Unfair Labour Practice	Saskatoon Police Association	Saskatoon Board of Police Commissioners
283	068-06	Unfair Labour Practice	Saskatoon Police Association	Saskatoon Board of Police Commissioners
284	076-05	Duty of Fair Representation	Serrano, Cecilia M.	Canadian Union of Public Employees, Local 3967
285	030-05	Amendment	Service Employees International Union	Board of Education of the Sunrise School Division No. 145 of Sask
286	031-05	Unfair Labour Practice	Service Employees International Union	Board of Education of the Sunrise School Division No. 145 of Sask
287	237-98	Amendment	Service Employees International Union, Local 299	Town of Assiniboia
288	229-99	Unfair Labour Practice	Service Employees International Union, Local 299	Vision Security & Investigations Inc.
289	230-99	Reinstatement	Service Employees International Union, Local 299	Vision Security & Investigations Inc.
290	231-99	Monetary Loss	Service Employees International Union, Local 299	Vision Security & Investigations Inc.
291	232-99	Reinstatement	Service Employees International Union, Local 299	Vision Security & Investigations Inc.
292	233-99	Monetary Loss	Service Employees International Union, Local 299	Vision Security & Investigations Inc.
293	018-03	Unfair Labour Practice	Service Employees International Union, Local 299	Vision Security & Investigations (now Securitas)

294	119-06	Unfair Labour Practice	Service Employees International Union, Local 299	Saskatchewan Health Care Association
295	118-07	Unfair Labour Practice	Service Employees' International Union, Local 299	South East Cornerstone School Division #209
296	041-02	Unfair Labour Practice	Service Employees International Union, Local 299 & Local 333	Metis Addictions Council of Saskatchewan Inc.
297	297-91	Amendment	Service Employees International Union, Local 333	Moose Jaw Union Hospital
298	300-91	Amendment	Service Employees International Union, Local 333	Sisters of Providence of St. Vincent de Paul
299	166-96	Reinstatement	Service Employees International Union, Local 333	WPD Ambulance Care and Walter P. Dutchak
300	153-02	Unfair Labour Practice	Service Employees International Union, Local 333	LutherCare Communitites
301	154-02	Reinstatement	Service Employees International Union, Local 333	LutherCare Communitites
302	155-02	Monetary Loss	Service Employees International Union, Local 333	LutherCare Communitites
303	098-04	Unfair Labour Practice	Service Employees International Union, Local 333	Lutheran Sunset Home of Saskatoon
304	099-04	Reinstatement	Service Employees International Union, Local 333	Lutheran Sunset Home of Saskatoon
305	100-04	Monetary Loss	Service Employees International Union, Local 333	Lutheran Sunset Home of Saskatoon
306	275-93	Unfair Labour Practice	Service Employees International Union, Local 336	Gulf Lake Union Hospital Board
307	379-97	Unfair Labour Practice	Service Employees International Union, Local 336	Swift Current Health District
308	011-98	Unfair Labour Practice	Service Employees International Union, Local 336	Norma Kilcher (Swift Current Health District) and Glenn Hilton (Saskatchewan Association of Health Organization)
309	286-00	Unfair Labour Practice	Sheet Metal Workers' International Association, Local 296	Atlas Industries Ltd.
310	320-95	Amendment	St. Elizabeth's Hospital	Canadian Union of Public Employees
311	321-95	Amendment	St. Elizabeth's Hospital	Canadian Union of Public Employees (PA)
312	199-00	Duty of Fair Representation	Thompson, Christine	Saskatchewan Government and General Employees' Union
313	195-01	Determination of Trade Union	Town of Canora	Canadian Union of Public Employees, Local 4438
314	039-95	CILRA	United Brotherhood of Carpenters & Joiners of America	CLR Construction Labour Relations Association of Saskatchewan Inc.



315	052-94	Unfair Labour Practice	United Brotherhood of Carpenters and Joiners of America, Local 1985	Con-force Structures Limited
316	053-94	Reinstatement	United Brotherhood of Carpenters and Joiners of America, Local 1985	Con-force Structures Limited
317	054-94	Monetary Loss	United Brotherhood of Carpenters and Joiners of America, Local 1985	Con-force Structures Limited
318	055-94	Monetary Loss	United Brotherhood of Carpenters and Joiners of America, Local 1985	Con-force Structures Limited
319	328-96	First Collective Agreement	United Brotherhood of Carpenters and Joiners of America, Local 1985	Construction Labour Relations Association of Saskatchewan
320	162-91	Technological Change	United Food and Commercial Workers, Local 1400	Westfair Foods Ltd., . cob as O.K, Economy, Econo Mart and Pik 'n Pak
321	161-91	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Federated Co-operatives Limited
322	225-91	Company Dominated	United Food and Commercial Workers, Local 1400	Federated Co-operative Ltd.
323	239-91	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Federated Co-operatives Limited
324	010-93	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Western Grocers, a Division of Westfair Foods Ltd.
325	205-94	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Remai Investment Corporation o/a the Corona Motor Inn
326	018-96	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Priority Delivery Services Limited
327	019-96	Reinstatement	United Food and Commercial Workers, Local 1400	Priority Delivery Services Limited
328	020-96	Monetary Loss	United Food and Commercial Workers, Local 1400	Priority Delivery Services Limited
329	021-96	Reinstatement	United Food and Commercial Workers, Local 1400	Priority Delivery Services Limited
330	022-96	Monetary Loss	United Food and Commercial Workers, Local 1400	Priority Delivery Services Limited
331	023-96	Reinstatement	United Food and Commercial Workers, Local 1400	Priority Delivery Services Limited
332	024-96	Monetary Loss	United Food and Commercial Workers, Local 1400	Priority Delivery Services Limited
333	154-97	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Culinar Inc.
334	276-00	Successorship	United Food and Commercial Workers, Local 1400	Canadian Corps of Commissionaires (North Saskatchewan) Inc.
335	252-02	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	610539 Saskatchewan Ltd., o/a Heritage Inn

Table 1: Summary of Labour Relations and Workplace Safety Cases, 1990-1999				
336	016-04	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Wal-Mart Canada Corp. operating as Wal-Mart, Wal-Mart Canada, Sam's
337	059-04	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Tora Regina (Tower) Limited, o/a Giant Tiger
338	088-05	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Westfair Food Ltd.
339	041-08	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	The North West Company and/or Tora Regina (Tower) Limited, o/a Giant T
340	072-08	First Collective Agreement	United Food and Commercial Workers, Local 1400	The North West Company and/or Tora Regina (Tower) Limited, o/a Giant T
341	012-09	Unfair Labour Practice	United Food and Commercial Workers, Local 1400	Natural Meat Company (NMC) Inc.
342	284-97	Unfair Labour Practice	United Food and Commercial Workers, Local 248-P	Gainers Inc.
343	024-98	Unfair Labour Practice	United Food and Commercial Workers, Local 248-P	Maple Leaf Meats Inc.
344	151-05	Unfair Labour Practice	United Food and Commercial Workers, Local 248-P	Michell's Gourmet Foods Inc.
345	320-97	Unfair Labour Practice	United Food and Commercial Workers, Local 248-P (Formerly 234)	Maple Leaf Foods Inc. (as successor to Gainers Inc.)
346	360-97	Unfair Labour Practice	United Food and Commercial Workers, Local 248-P (Formerly 234)	Maple Leaf Meats Inc. (Formerly Gainers Inc.)
347	158-00	Unfair Labour Practice	United Steelworkers of America	Prairie Implement Manufacturers Association
348	120-01	Determination of Trade Union	University of Saskatchewan	Canadian Union of Public Employees 1975
349	036-07	Amendment	University of Saskatchewan	Administrative and Supervisory Personnel Association
350	058-07	Amendment	University of Saskatchewan Faculty Association	University of Saskatchewan
351	247-99	Unfair Labour Practice	Vision Security & Investigations Inc.	Service Employees International Union, Local 299
352	200-92	Duty of Fair Representation	Wighton, J. L.	University of Regina Faculty Association
353	295-94	Reinstatement	Wolbaum, Wayne	Prairie Micro-Tech Inc.
354	296-94	Monetary Loss	Wolbaum, Wayne	Prairie Micro-Tech Inc.
355	050-08	Duty of Fair Representation	Wright, Sandra	Amalgamated Transit Union, Local 615

Published by Authority of The Honourable Don Morgan, Q.C.  
Minister of Labour Relations and Workplace Safety and Attorney General

---

## Where to Obtain Additional Information

For more information or to obtain additional copies of this report, contact us at:

Saskatchewan Labour Relations Board

1600 – 1920 Broad Street

REGINA SK S4P 3V2

Phone: (306) 787-2406

Fax: (306) 787-2664

Visit our website at [www.sasklabourrelationsboard.com](http://www.sasklabourrelationsboard.com).